

RESOLUTION NO. 020-2025

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAWAIIAN GARDENS
ADOPTING A REVISED SALARY SCHEDULE FOR EMPLOYEES WITHIN THE
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
MANAGEMENT UNIT**

WHEREAS, the City Council of the City of Hawaiian Gardens has approved a Memorandum of Understanding (MOU) with the American Federation of State, County and Municipal Employees, Management Unit; and

WHEREAS, pursuant to the terms of this MOU, a Salary Schedule for the Management Unit employees has been updated effective July 1, 2024; and

WHEREAS, pursuant to the terms of this MOU, a revised Salary Schedule for the Management Unit employees has been updated effective July 1, 2025; and

WHEREAS, CalPERS regulations require that employee salaries be included on a publicly approved standalone document with a Salary Schedule; and

WHEREAS, it is necessary for the Council to adopt the Salary Schedule at a publicly noticed meeting.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Hawaiian Gardens that the Salary Schedule effective July 1, 2024, and its revision effective July 1, 2025, attached hereto as Exhibits 1 and 3 respectively, and incorporated herein by this reference are hereby adopted.

ADOPTED by the City Council of City of Hawaiian Gardens at a regular meeting of the City Council held on the 9th day of July 2025.



DANDY DE PAULA, Mayor

ATTEST:



PABLO RUBIO, City Clerk

APPROVED TO AS FORM:




NORMA TABARES, City Attorney

**CITY OF HAWAIIAN GARDENS
CITY CLERK'S OFFICE
CERTIFICATION**

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS
CITY OF HAWAIIAN GARDENS)

I, Pablo Rubio, City Clerk of the City of Hawaiian Gardens, do hereby certify that **Resolution No. 020-2025** was duly and regularly passed and adopted by the City Council of the City of Hawaiian Gardens at its meeting on the **9th day of July 2025**, by the following votes as the same appears on file and of record in the Office of the City Clerk.

AYES:	FARFAN, ROA, VARGAS, DEL RIO, DE PAULA
NOES:	NONE
ABSENT:	NONE
ABSTAIN:	NONE



Pablo Rubio
City Clerk

City of Hawaiian Gardens AFSCME Management Salary Schedule Effective 07/01/2024

CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study Family of Jobs	CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study	CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study (Expressed as Hourly Rates)				
Family of Jobs	NAME OF POSITION	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Administrative Support	Assistant City Clerk	\$7,984	\$8,382	\$8,801	\$9,240	\$9,703	\$49.13	\$51.59	\$54.17	\$56.87	\$59.72
Administrative Support	Senior Administrative Analyst	\$7,286	\$7,649	\$8,032	\$8,433	\$8,854	\$44.84	\$47.08	\$49.43	\$51.91	\$54.50
Administrative Support	Administrative Analyst	\$6,607	\$6,939	\$7,285	\$7,649	\$8,030	\$40.66	\$42.69	\$44.83	\$47.07	\$49.42
Administrative Support	Executive Assistant to City Manager	\$5,865	\$6,159	\$6,466	\$6,790	\$7,129	\$36.09	\$37.90	\$39.79	\$41.78	\$43.87
Community Development	Housing Supervisor	\$7,984	\$8,382	\$8,801	\$9,240	\$9,703	\$49.13	\$51.59	\$54.17	\$56.87	\$59.72
Community Development	Associate Planner	\$7,371	\$7,739	\$8,128	\$8,533	\$8,960	\$45.36	\$47.63	\$50.01	\$52.51	\$55.13
Community Development	Assistant Planner	\$6,876	\$7,220	\$7,581	\$7,961	\$8,357	\$42.32	\$44.43	\$46.65	\$48.99	\$51.43
Community Development	Senior Housing Technician	\$6,607	\$6,939	\$7,285	\$7,649	\$8,030	\$40.66	\$42.69	\$44.83	\$47.07	\$49.42
Community Development	Community Development Specialist	\$5,205	\$5,466	\$5,739	\$6,024	\$6,327	\$32.03	\$33.63	\$35.31	\$37.08	\$38.93
Finance	Director of Finance	\$10,551	\$11,079	\$11,633	\$12,214	\$12,825	\$64.93	\$68.18	\$71.59	\$75.16	\$78.92
Finance	Accounting Manager	\$8,556	\$8,984	\$9,433	\$9,905	\$10,400	\$52.65	\$55.29	\$58.05	\$60.95	\$64.00
Finance	Senior Accountant	\$6,626	\$6,957	\$7,305	\$7,670	\$8,054	\$40.78	\$42.81	\$44.96	\$47.20	\$49.56
Finance	Accountant	\$6,103	\$6,408	\$6,727	\$7,064	\$7,418	\$37.56	\$39.43	\$41.40	\$43.48	\$45.65
Public Safety	Director of Public Safety	\$10,551	\$11,079	\$11,633	\$12,214	\$12,825	\$64.93	\$68.18	\$71.59	\$75.16	\$78.92
Public Works	Public Works Superintendent	\$8,801	\$9,241	\$9,703	\$10,189	\$10,699	\$54.16	\$56.87	\$59.71	\$62.70	\$65.83
Public Works	Public Works Supervisor	\$7,520	\$7,896	\$8,292	\$8,705	\$9,140	\$46.28	\$48.59	\$51.02	\$53.57	\$56.25
Recreation	Manager of Recreation & Community Services	\$6,455	\$6,778	\$7,117	\$7,472	\$7,846	\$39.72	\$41.71	\$43.79	\$45.98	\$48.28
Recreation	Transportation Supervisor	\$5,652	\$5,935	\$6,231	\$6,543	\$6,870	\$34.78	\$36.52	\$38.35	\$40.26	\$42.28

City of Hawaiian Gardens AFSCME Management Salary Schedule Parallel Before and After Class and Comp

CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study Family of Jobs	CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Pre-Class and Comp Study	CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study	CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Pre-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Pre-Class and Comp Study (Expressed as Hourly Rates)					CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study (Expressed as Hourly Rates)					Post-Class and Comp increase
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	
Administrative Support	Assistant City Clerk	Assistant City Clerk	\$7,751	\$8,138	\$8,545	\$8,971	\$9,420	\$7,984	\$8,382	\$8,801	\$9,240	\$9,703	\$47.70	\$50.08	\$52.58	\$55.21	\$57.97	\$49.13	\$51.59	\$54.17	\$56.87	\$59.72	3.0%
Administrative Support	Senior Administrative Analyst	Senior Administrative Analyst	\$7,074	\$7,426	\$7,798	\$8,187	\$8,596	\$7,286	\$7,649	\$8,032	\$8,433	\$8,854	\$43.53	\$45.70	\$47.99	\$50.38	\$52.90	\$44.84	\$47.08	\$49.43	\$51.91	\$54.50	3.0%
Administrative Support	Administrative Analyst	Administrative Analyst	\$6,415	\$6,737	\$7,073	\$7,426	\$7,796	\$6,607	\$6,939	\$7,285	\$7,649	\$8,030	\$39.48	\$41.46	\$43.53	\$45.70	\$47.98	\$40.66	\$42.69	\$44.83	\$47.07	\$49.42	3.0%
Administrative Support	Executive Assistant (Conf)	Executive Assistant to City Manager	\$5,636	\$5,918	\$6,215	\$6,526	\$6,853	\$5,865	\$6,159	\$6,466	\$6,790	\$7,129	\$34.68	\$36.42	\$38.25	\$40.16	\$42.17	\$36.09	\$37.90	\$39.79	\$41.78	\$43.87	4.0%
Community Development	Housing Rehab Supervisor	Housing Supervisor	\$7,751	\$8,138	\$8,545	\$8,971	\$9,420	\$7,984	\$8,382	\$8,801	\$9,240	\$9,703	\$47.70	\$50.08	\$52.58	\$55.21	\$57.97	\$49.13	\$51.59	\$54.17	\$56.87	\$59.72	3.0%
Community Development	Associate Planner II	Associate Planner	\$7,156	\$7,514	\$7,891	\$8,284	\$8,699	\$7,371	\$7,739	\$8,128	\$8,533	\$8,960	\$44.04	\$46.24	\$48.56	\$50.98	\$53.53	\$45.36	\$47.63	\$50.01	\$52.51	\$55.13	3.0%
Community Development	Associate Planner	Assistant Planner	\$6,676	\$7,010	\$7,360	\$7,729	\$8,114	\$6,876	\$7,220	\$7,581	\$7,961	\$8,357	\$41.08	\$43.14	\$45.29	\$47.56	\$49.93	\$42.32	\$44.43	\$46.65	\$48.99	\$51.43	3.0%
Community Development	Housing Technician III	Senior Housing Technician	\$6,415	\$6,737	\$7,073	\$7,426	\$7,796	\$6,607	\$6,939	\$7,285	\$7,649	\$8,030	\$39.48	\$41.46	\$43.53	\$45.70	\$47.98	\$40.66	\$42.69	\$44.83	\$47.07	\$49.42	3.0%
Community Development	Community Development Specialist	Community Development Specialist	\$5,053	\$5,307	\$5,572	\$5,849	\$6,143	\$5,205	\$5,466	\$5,739	\$6,024	\$6,327	\$31.10	\$32.66	\$34.29	\$35.99	\$37.80	\$32.03	\$33.63	\$35.31	\$37.08	\$38.93	3.0%
Finance	Director of Finance	Director of Finance	\$10,139	\$10,646	\$11,179	\$11,738	\$12,325	\$10,551	\$11,079	\$11,633	\$12,214	\$12,825	\$62.39	\$65.51	\$68.79	\$72.23	\$75.85	\$64.93	\$68.18	\$71.59	\$75.16	\$78.92	4.1%
Finance	Accounting Manager	Accounting Manager	\$8,145	\$8,553	\$8,981	\$9,430	\$9,900	\$8,556	\$8,984	\$9,433	\$9,905	\$10,400	\$50.12	\$52.63	\$55.27	\$58.03	\$60.92	\$52.55	\$55.29	\$58.05	\$60.95	\$64.00	5.1%
Finance	Senior Accountant	Senior Accountant	\$6,214	\$6,526	\$6,852	\$7,194	\$7,554	\$6,626	\$6,957	\$7,305	\$7,670	\$8,054	\$38.24	\$40.16	\$42.17	\$44.27	\$46.49	\$40.78	\$42.81	\$44.96	\$47.20	\$49.56	6.6%
Finance	Accountant	Accountant	\$5,925	\$6,221	\$6,531	\$6,858	\$7,202	\$6,103	\$6,406	\$6,727	\$7,064	\$7,418	\$36.46	\$38.28	\$40.19	\$42.20	\$44.32	\$37.56	\$39.43	\$41.40	\$43.48	\$45.65	3.0%
Public Safety	Public Safety Director	Director of Public Safety	\$10,139	\$10,646	\$11,178	\$11,737	\$12,324	\$10,551	\$11,079	\$11,633	\$12,214	\$12,825	\$62.39	\$65.51	\$68.79	\$72.23	\$75.84	\$64.93	\$68.18	\$71.59	\$75.16	\$78.92	4.1%
Public Works	Public Works Superintendent	Public Works Superintendent	\$8,545	\$8,972	\$9,420	\$9,892	\$10,387	\$8,801	\$9,241	\$9,703	\$10,189	\$10,699	\$52.58	\$55.21	\$57.97	\$60.87	\$63.92	\$54.16	\$56.87	\$59.71	\$62.70	\$65.83	3.0%
Public Works	Public Works Supervisor	Public Works Supervisor	\$7,301	\$7,666	\$8,050	\$8,451	\$8,874	\$7,520	\$7,896	\$8,292	\$8,705	\$9,140	\$44.93	\$47.18	\$49.54	\$52.01	\$54.61	\$46.28	\$48.59	\$51.02	\$53.57	\$56.25	3.0%
Recreation	Recreation & Comm Serv Supervisor	Manager of Recreation & Community Services	\$6,043	\$6,345	\$6,663	\$6,996	\$7,346	\$6,455	\$6,778	\$7,117	\$7,472	\$7,846	\$37.19	\$39.05	\$41.00	\$43.05	\$45.21	\$39.72	\$41.71	\$43.79	\$45.98	\$48.28	6.8%
Recreation	Transportation Supervisor	Transportation Supervisor	\$5,241	\$5,502	\$5,777	\$6,067	\$6,370	\$5,652	\$5,935	\$6,231	\$6,543	\$6,870	\$32.25	\$33.86	\$35.55	\$37.34	\$39.20	\$34.78	\$36.52	\$38.35	\$40.26	\$42.28	7.8%

City of Hawaiian Gardens AFSCME Management Salary Schedule Effective 07/01/2025

CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study Family of Jobs		CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study		CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS AFSCME MANAGEMENT CHAPTER Post-Class and Comp Study (Expressed as Hourly Rates)				
Family of Jobs	NAME OF POSITION	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E		
Administrative Support	Assistant City Clerk	\$8,183	\$8,592	\$9,021	\$9,471	\$9,945	\$50.36	\$52.88	\$55.52	\$58.30	\$61.21		
Administrative Support	Senior Administrative Analyst	\$7,468	\$7,840	\$8,233	\$8,643	\$9,075	\$45.96	\$48.26	\$50.67	\$53.20	\$55.86		
Administrative Support	Administrative Analyst	\$6,773	\$7,113	\$7,467	\$7,840	\$8,231	\$41.68	\$43.76	\$45.95	\$48.25	\$50.66		
Administrative Support	Executive Assistant to City Manager	\$6,012	\$6,312	\$6,628	\$6,959	\$7,307	\$37.00	\$38.85	\$40.79	\$42.83	\$44.97		
Community Development	Housing Supervisor	\$8,183	\$8,592	\$9,021	\$9,471	\$9,945	\$50.36	\$52.88	\$55.52	\$58.30	\$61.21		
Community Development	Associate Planner	\$7,555	\$7,933	\$8,331	\$8,746	\$9,184	\$46.49	\$48.82	\$51.26	\$53.82	\$56.51		
Community Development	Assistant Planner	\$7,048	\$7,401	\$7,770	\$8,160	\$8,566	\$43.37	\$45.54	\$47.82	\$50.21	\$52.72		
Community Development	Senior Housing Technician	\$6,773	\$7,113	\$7,467	\$7,840	\$8,231	\$41.68	\$43.76	\$45.95	\$48.25	\$50.66		
Community Development	Community Development Specialist	\$5,335	\$5,603	\$5,883	\$6,175	\$6,485	\$32.83	\$34.47	\$36.19	\$38.00	\$39.90		
Finance	Director of Finance	\$10,815	\$11,356	\$11,923	\$12,520	\$13,146	\$66.55	\$69.88	\$73.38	\$77.04	\$80.90		
Finance	Accounting Manager	\$8,770	\$9,209	\$9,669	\$10,152	\$10,660	\$53.97	\$56.67	\$59.50	\$62.48	\$65.60		
Finance	Senior Accountant	\$6,792	\$7,131	\$7,488	\$7,862	\$8,255	\$41.80	\$43.88	\$46.08	\$48.38	\$50.80		
Finance	Accountant	\$6,255	\$6,568	\$6,895	\$7,240	\$7,604	\$38.49	\$40.42	\$42.44	\$44.56	\$46.79		
Public Safety	Director of Public Safety	\$10,815	\$11,356	\$11,923	\$12,520	\$13,146	\$66.55	\$69.88	\$73.38	\$77.04	\$80.90		
Public Works	Public Works Superintendent	\$9,021	\$9,472	\$9,945	\$10,443	\$10,966	\$55.52	\$58.29	\$61.21	\$64.27	\$67.48		
Public Works	Public Works Supervisor	\$7,708	\$8,093	\$8,499	\$8,922	\$9,369	\$47.43	\$49.81	\$52.30	\$54.91	\$57.66		
Recreation	Manager of Recreation & Community Services	\$6,616	\$6,947	\$7,294	\$7,659	\$8,042	\$40.72	\$42.75	\$44.89	\$47.13	\$49.49		
Recreation	Transportation Supervisor	\$5,793	\$6,083	\$6,387	\$6,706	\$7,042	\$35.65	\$37.43	\$39.31	\$41.27	\$43.33		



**CITY OF HAWAIIAN GARDENS
CITY COUNCIL
STAFF REPORT**

Agenda Item #C3

DATE: July 9, 2025
TO: Honorable Mayor and Members of the City Council
FROM: Ernesto Marquez, City Manager
BY: Ernesto Marquez, City Manager

RECOMMENDATION:

Recommendation to adopt Resolution No. 020-2025, adopting a Revised Salary Schedule for employees within the American Federation of the State, County, and Municipal Employees (AFSCME), Management Unit.

SUMMARY

In 2024, the City undertook a Class and Compensation Study as to all City employees. Based upon the data collected by the City's consultant, the consultant has recommended revisions to the City's current salary schedule to be more in line with market comparators. Pursuant to the renewal of the Memorandum of Understanding between AFSCME Management and the City of Hawaiian Gardens, effective retroactive to July 1, 2024, AFSCME Management employees shall receive from the City a 3% across the board increase followed by the class and compensation adjustments, and a 2.5% across the board salary increase effective July 1, 2025.

BACKGROUND INFORMATION

The City Council has established salaries, benefits and terms and conditions of employment for all City employees, including those within the Management unit. In 2024, the City undertook a Class and Compensation Study by retaining the Public Sector Personnel Consultants to conduct this study.

Based upon the data collected, reviewed and analyzed by the City's consultant, certain changes to the City's salary schedule were proposed by the consultant in order to be more in line with market comparators. The City seeks to implement these recommendations in a revised salary schedule, applicable to Management employees effective July 1, 2024 and its subsequent revision effective July 1, 2025.

FISCAL IMPACT

See above.

SUGGESTED ACTION

Approve Recommendation.

ATTACHMENTS

A. Resolution No. 020-2025