

RESOLUTION NO. 025-2025

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAWAIIAN GARDENS
APPROVING SALARY RANGES AND BENEFITS FOR UNREPRESENTED AT-WILL
CONFIDENTIAL AND NON-CONFIDENTIAL PROFESSIONAL AND MANAGEMENT
POSITIONS**

WHEREAS, Hawaiian Gardens Municipal Code (HGMC) §2.08.050 requires that salaries and compensation of officers and employees of the City be determined by resolution of the City Council; and

WHEREAS, the City concluded the 2024 classification and compensation study and seeks implementation of increases/personnel job classification adjustments for unrepresented employees, after processing all increases/personnel job classification adjustments for represented employees; and

WHEREAS, the City Council adopted Resolution 011-2025, which amended the fiscal year budget including budgeted positions, salary and personnel action/job classification adjustments; and

WHEREAS, the City Council desires to approve fair and equitable compensation and benefits for unrepresented at-will confidential and non-confidential professional and management employees;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HAWAIIAN GARDENS AS FOLLOWS:

SECTION 1 – RECOGNITION:

- A. The present Resolution establishes the official plan of compensation and benefits for the City of Hawaiian Gardens professional and management confidential and non-confidential at-will positions, not represented by an employee organization, and not covered by an employment agreement.
- B. At-will unrepresented confidential and non-confidential management positions include department heads currently filled as City Clerk, Director of Community Development, Human Resources Manager, Engineer/Public Works Manager, Public Works Director/City Engineer, and Director of Recreation and Community Services positions.

SECTION 2 – SALARIES AND COMPENSATION:

- A. The City Council of the City of Hawaiian Gardens hereby approves the results of the classification and compensation study (Exhibit 2), the enclosed Salary Schedule retroactive to July 1, 2024 (Exhibit 1), and its subsequent increases as set forth in the Management MOU approved by Resolution 019-2025 (first increase effective July 1, 2025, reflected as Exhibit 3).
- B. Employees covered by this Resolution shall receive step increases, upon receipt of their annual review, on their anniversary of their hire date. Step increases shall only be awarded to employees receiving a “Meets Expectations” evaluation. If the top step is reached by an employee, that employee will continue to receive evaluations even though no step increase will be awarded.

SECTION 3 – BENEFITS: Except as stated below, employees covered by this Resolution shall continue to receive the benefits including medical, dental, vision insurance, life insurance and any other voluntary or fringe benefits as set forth in the Management MOU. Employees covered by this Resolution shall be excluded from the one-time \$2,500 incentive payment as stated in the AFCSME Management MOU Section II. Salaries and Compensation (E). Any full-time unrepresented employee hired on or after July 1, 2024, will be limited to a \$2,500/per month healthcare contribution cap from the City regardless of plan selected. In addition, employees covered by this Resolution shall receive a \$100 a month phone allowance. The following positions shall also receive a \$500 a month car allowance: City Clerk, Director of Community Development, Public Works Director/City Engineer, and Director of Recreation and Community Services. The following positions shall continue to receive a \$400 a month car allowance: Public Works Manager and Human Resources Manager. Car allowances for any unrepresented employees hired after July 1, 2025, shall be at the discretion of the City Manager.

SECTION 4 – RETIREMENT: Employees covered by this Resolution shall be eligible for CalPERS retirement under the same terms and conditions as set forth in the Management MOU. Employees covered by this Resolution shall also be eligible to receive up to a 2% match in the City 457(b) deferred compensation plan.

SECTION 5 – VACATION: Employees covered by this Resolution shall be eligible for the same vacation under the same terms and conditions as set forth in the Management MOU.

SECTION 6 – HOLIDAYS: Employees covered by this Resolution shall be eligible for the same holidays under the same terms and conditions as set forth in the Management MOU.

SECTION 7 SICK AND OTHER LEAVES: Employees covered by this Resolution shall be eligible for the same leaves, including paid sick leave, under the same terms and conditions as set forth in the Management MOU.

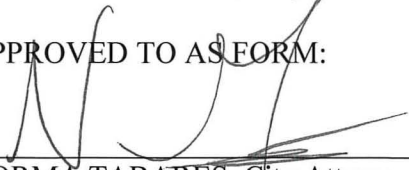
SECTION 8: This approval of the revised Salary Schedule is exempt from the California Environmental Quality Act (“CEQA”) as there is no reasonably possibility that the MOU will have a significant effect on the environment pursuant to CEQA guidelines section 15061(b)(3).

SECTION 9: The Mayor or his/her presiding officer is hereby authorized to affix his/her signature to this resolution signifying its passage and adoption by the City Council of the City of Hawaiian Gardens. Similarly, the City Clerk or his/her designee shall attest and shall certify to the adoption of the Resolution and shall cause this Resolution and its certification to be entered into the Book of Resolutions of the City of Hawaiian Gardens.


ADOPTED by the City Council of City of Hawaiian Gardens at a regular meeting of the City Council held on the 13th day of August of 2025.



DANDY DE PAULA, Mayor

APPROVED TO AS FORM:


NORMA TABARES, City Attorney

ATTEST:



PABLO RUBIO, City Clerk

**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. 025-2025** was duly and regularly passed and adopted by the City Council of the City of Hawaiian Gardens at its meeting on the **13th day of August 2025**, by the following votes as the same appears on file and of record in the Office of the City Clerk.

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



Pablo Rubio
City Clerk

EXHIBIT 1

**City of Hawaiian Gardens
Unrepresented Salary Schedule Effective 07/01/2024**

CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Sudy	CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study (Expressed as Hourly Rates)				
	NAME OF POSITION	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D
City Clerk	\$9,549	\$10,027	\$10,528	\$11,054	\$11,607	\$58.76	\$61.70	\$64.79	\$68.03	\$71.43
Director of Community Development	\$11,391	\$11,960	\$12,558	\$13,186	\$13,845	\$70.10	\$73.60	\$77.28	\$81.15	\$85.20
Director of Recreation & Community Services	\$10,551	\$11,078	\$11,632	\$12,214	\$12,825	\$64.93	\$68.17	\$71.58	\$75.16	\$78.92
Human Resources Manager	\$9,392	\$9,862	\$10,355	\$10,873	\$11,416	\$57.80	\$60.69	\$63.72	\$66.91	\$70.25
Public Works Director	\$10,624	\$11,156	\$11,713	\$12,299	\$12,913	\$65.38	\$68.65	\$72.08	\$75.69	\$79.47
Public Works Manager	\$9,320	\$9,786	\$10,275	\$10,789	\$11,328	\$57.35	\$60.22	\$63.23	\$66.39	\$69.71

EXHIBIT 2

**City of Hawaiian Gardens
Unrepresented Salary Schedule Parallel Before and After Class and Comp
(before and after 07/01/2024)**

CITY OF HAWAIIAN GARDENS UNREPRESENTED Pre-Class and Comp Study	CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study	CITY OF HAWAIIAN GARDENS UNREPRESENTED Pre-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS UNREPRESENTED Pre-Class and Comp Study (Expressed as Hourly Rates)					CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study (Expressed as Hourly Rates)				
		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
City Clerk	City Clerk	\$9,271	\$9,735	\$10,222	\$10,734	\$11,269	\$9,549	\$10,027	\$10,528	\$11,054	\$11,607	\$57.05	\$59.91	\$62.90	\$66.06	\$69.35	\$58.76	\$61.70	\$64.79	\$68.03	\$71.43
Director of Community Development	Director of Community Development	\$10,979	\$11,528	\$12,105	\$12,709	\$13,345	\$11,391	\$11,960	\$12,558	\$13,186	\$13,845	\$67.56	\$70.94	\$74.49	\$78.21	\$82.12	\$70.10	\$73.60	\$77.28	\$81.15	\$85.20
Director of Recreation And Community Serv.	Director of Recreation & Community Services	\$10,139	\$10,646	\$11,179	\$11,738	\$12,325	\$10,551	\$11,078	\$11,632	\$12,214	\$12,825	\$62.39	\$65.51	\$68.79	\$72.23	\$75.85	\$64.93	\$68.17	\$71.58	\$75.16	\$78.92
Human Resources Manager	Human Resources Manager	\$8,981	\$9,430	\$9,900	\$10,397	\$10,916	\$9,392	\$9,862	\$10,355	\$10,873	\$11,416	\$55.27	\$58.03	\$60.92	\$63.98	\$67.18	\$57.80	\$60.69	\$63.72	\$66.91	\$70.25
	Public Works Director						\$10,624	\$11,156	\$11,713	\$12,299	\$12,913					\$65.38	\$68.65	\$72.08	\$75.69	\$79.47	
City Engineer/Public Works Manager	Public Works Manager	\$8,908	\$9,354	\$9,823	\$10,312	\$10,828	\$9,320	\$9,786	\$10,275	\$10,789	\$11,328	\$54.82	\$57.56	\$60.45	\$63.46	\$66.63	\$57.35	\$60.22	\$63.23	\$66.39	\$69.71

EXHIBIT 3

**City of Hawaiian Gardens
Unrepresented Salary Schedule Effective 07/01/2025**

CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study	CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study (Expressed as Monthly Rates)					CITY OF HAWAIIAN GARDENS UNREPRESENTED Post-Class and Comp Study (Expressed as Hourly Rates)				
	NAME OF POSITION	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D
City Clerk	\$9,788	\$10,277	\$10,791	\$11,331	\$11,897	\$60.23	\$63.24	\$66.41	\$69.73	\$73.21
Director of Community Development	\$11,675	\$12,259	\$12,872	\$13,516	\$14,191	\$71.85	\$75.44	\$79.21	\$83.17	\$87.33
Director of Recreation & Community Services	\$10,814	\$11,355	\$11,923	\$12,519	\$13,145	\$66.55	\$69.88	\$73.37	\$77.04	\$80.89
Human Resources Manager	\$9,627	\$10,108	\$10,614	\$11,145	\$11,701	\$59.24	\$62.21	\$65.32	\$68.58	\$72.01
Public Works Director	\$10,890	\$11,434	\$12,006	\$12,606	\$13,236	\$67.01	\$70.37	\$73.88	\$77.58	\$81.46
Public Works Manager	\$9,553	\$10,030	\$10,532	\$11,058	\$11,611	\$58.78	\$61.72	\$64.81	\$68.05	\$71.45



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

Agenda Item #C4

DATE: August 13, 2025
TO: Honorable Mayor and Members of the City Council
FROM: Ernesto Marquez, City Manager

RECOMMENDATION:

Recommendation to adopt Resolution No. 025-2025, approving salary ranges and benefits for unrepresented at-will confidential and non-confidential professional and management positions.

SUMMARY

Upon conclusion of the 2024 classification and compensation study, and implementation of increases/personnel job classification adjustments for AFCSME Rank-and-File and Management represented employees, the City seeks implementation of increases/personnel job classification adjustments for unrepresented employees.

Additionally, the present Staff Report and accompanying Resolution 025-2025 will serve as the official plan of compensation and benefits for the City of Hawaiian Gardens professional and management confidential and non-confidential at-will positions, not represented by an employee organization, and not covered by an employment agreement.

BACKGROUND INFORMATION

The key provisions of the Resolution regarding compensation and benefits for the unrepresented employees covered by the resolution are as follows:

- 1) The City shall implement the results of the classification and compensation study (Resolution Exhibit 2), the enclosed Salary Schedule retroactive to July 1, 2024 (Resolution Exhibit 1), and its subsequent increases as set forth in the Management MOU approved by Resolution 019-2025 (first increase effective July 1, 2025, reflected in resolution Exhibit 3). Employees covered by this Resolution shall also receive step increases, upon receipt of their annual review, on their anniversary of their hire date. Step increases shall only be awarded to employees receiving a "Meets Expectations" evaluation. If the top step is reached by an employee, that employee will continue to receive evaluations even though no step increase will be awarded.

- 2) Healthcare Contribution Cap: Any full-time unrepresented employee hired on or after July 1, 2024, will be limited to a \$2,500/per month healthcare contribution cap from the City regardless of plan selected.
- 3) Phone Allowance: Employees covered by Resolution 025-2025 shall receive a \$100 a month phone allowance.
- 4) Car Allowance: The positions of City Clerk, Director of Community Development, Public Works Director/City Engineer, and Director of Recreation and Community Services shall receive a \$500 a month. The positions of Public Works Manager and Human Resources Manager shall continue to receive a \$400 a month. Car allowances for any unrepresented employees hired after July 1, 2025, shall be at the discretion of the City Manager.
- 5) Retirement: Employees covered by Resolution 025-2025 shall be eligible for CalPERS retirement under the same terms and conditions as set forth in the Management MOU. Employees covered by Resolution 025-2025 shall also be eligible to receive up to a 2% match in the City 457(b) deferred compensation plan.

FISCAL IMPACT

See above.

SUGGESTED ACTION

Approve Recommendation.

ATTACHMENTS

1. Resolution 025-2025 Approving Benefits & Pay for Unrepresented Positions
2. Salary Schedule (Unrepresented)_Salary Schedule Effective 07-01-2024
3. Salary Schedule (Unrepresented)_Parallel Before and After Class & Comp
4. Salary Schedule (Unrepresented)_Salary Schedule Effective 07-01-2025