

**RESOLUTION NO. 20-5446**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMPLE CITY,  
CALIFORNIA APPROVING THE SALARY RANGES AND BENEFITS FOR  
UNREPRESENTED FULL-TIME CLASSIFICATIONS FROM JULY 1, 2019  
TO JUNE 30, 2022**

**THE CITY COUNCIL OF THE CITY OF TEMPLE CITY DOES HEREBY RESOLVE,  
DETERMINE AND ORDER AS FOLLOWS:**

**Section 1.** The City Council hereby approves the salary ranges for full-time classifications implementing the following base salary increases for unrepresented full-time positions for July 1, 2019 through June 30, 2022 (Exhibit "1"):

a. Classifications:

- i. Administrative Assistant to the City Council/City Manager
- ii. Assistant to the City Manager/Economic Development Manager
- iii. City Clerk
- iv. Director of Administrative Services
- v. Director of Community Development
- vi. Director of Parks and Recreation
- vii. Parks and Recreation Manager
- viii. Planning Manager
- ix. Public Safety Supervisor

- b. 2.0% - Effective on January 22, 2020;
- c. 2.0% - Effective on July 1, 2020; and
- d. 1.5% - Effective on July 1, 2021.

**Section 2.** The City Council hereby approves a one-time, \$1,000 lump-sum, non-PERSable retention incentive payment for fiscal year 2019-2020 to be paid to individuals who currently hold one of the 9 non-represented positions and are still employed by the City as of the start of the pay period containing July 30, 2020.

**Section 3.** The City Council hereby approves up to \$100 per year for employees who incur health premium expenses greater than \$1,644/year.

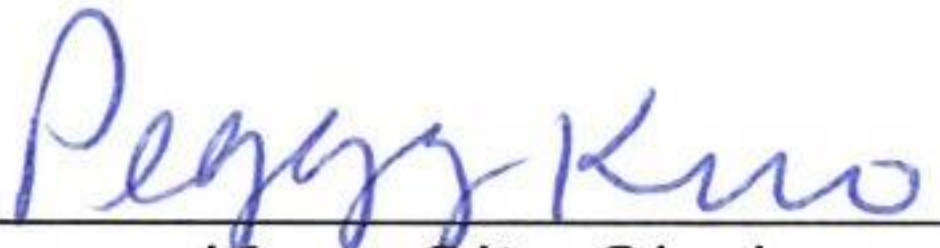
**Section 4.** The City Clerk shall certify to the adoption of this Resolution.

**PASSED, APPROVED AND ADOPTED** on this 21<sup>st</sup> day of January 2020.

  
\_\_\_\_\_  
Nanette Fish, Mayor

ATTEST:

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Peggy Kuo, City Clerk

  
\_\_\_\_\_  
Greg Murphy, City Attorney

I hereby certify that the foregoing resolution, Resolution No. 20-5446, was duly passed, approved and adopted by the City Council of the City of Temple City at a regular meeting held on the 21<sup>st</sup> day of January 2020, by the following vote:

AYES:	Councilmember:	Man, Sternquist, Yu, Chavez, Fish
NOES:	Councilmember:	None
ABSENT:	Councilmember:	None
ABSTAIN:	Councilmember:	None

  
\_\_\_\_\_  
Peggy Kuo, City Clerk

**EXHIBIT 1**

**Salary Ranges for Full-Time Classifications  
for July 1, 2019 through June 30, 2022**

**CITY OF TEMPLE CITY**  
**SALARY SCHEDULE - FULL-TIME CLASSIFICATIONS**  
**EFFECTIVE JANUARY 22, 2020**

FULL TIME CLASSIFICATIONS	BENEFIT GROUP	STEPS						
		1	2	3	4	5	6	7
Accountant	TCEA	\$ 5,421	\$ 5,639	\$ 5,864	\$ 6,099	\$ 6,342	\$ 6,595	\$ 6,860
Accounting Technician	TCEA	\$ 4,217	\$ 4,385	\$ 4,560	\$ 4,743	\$ 4,933	\$ 5,131	\$ 5,336
Administrative Assistant to the City Council and City Manager	NREP	\$ 4,320						\$ 5,467
Administrative Coordinator	TCEA	\$ 4,484	\$ 4,663	\$ 4,850	\$ 5,044	\$ 5,246	\$ 5,455	\$ 5,673
Administrative Services Director	NREP	\$ 10,747						\$ 13,598
Assistant to the City Manager/Economic Development Manager	NREP	\$ 8,662						\$ 10,961
Associate Planner	TCEA	\$ 6,147	\$ 6,392	\$ 6,647	\$ 6,914	\$ 7,190	\$ 7,478	\$ 7,778
Building and Code Inspector I	TCEA	\$ 4,453	\$ 4,632	\$ 4,816	\$ 5,009	\$ 5,210	\$ 5,418	\$ 5,634
Building and Code Inspector II	TCEA	\$ 5,232	\$ 5,442	\$ 5,659	\$ 5,885	\$ 6,121	\$ 6,366	\$ 6,620
Building and Code Inspector III	TCEA	\$ 5,438	\$ 5,655	\$ 5,881	\$ 6,117	\$ 6,361	\$ 6,616	\$ 6,880
Building/Housing Assistant	TCEA	\$ 4,295	\$ 4,468	\$ 4,646	\$ 4,832	\$ 5,025	\$ 5,225	\$ 5,435
City Clerk	NREP	\$ 7,507						\$ 9,500
Community Development Director	NREP	\$ 10,768						\$ 13,626
Community Preservation Officer	TCEA	\$ 4,453	\$ 4,632	\$ 4,817	\$ 5,009	\$ 5,210	\$ 5,418	\$ 5,636
Community Services Specialist	TCEA	\$ 3,574	\$ 3,717	\$ 3,866	\$ 4,020	\$ 4,181	\$ 4,348	\$ 4,523
Deputy City Clerk	TCEA	\$ 4,674	\$ 4,860	\$ 5,055	\$ 5,257	\$ 5,467	\$ 5,685	\$ 5,913
Maintenance Worker	TCEA	\$ 3,755	\$ 3,906	\$ 4,062	\$ 4,224	\$ 4,393	\$ 4,569	\$ 4,751
Maintenance Lead Worker	TCEA	\$ 4,205	\$ 4,374	\$ 4,548	\$ 4,731	\$ 4,919	\$ 5,116	\$ 5,321
Management Analyst	TCEA	\$ 5,360	\$ 5,574	\$ 5,797	\$ 6,029	\$ 6,270	\$ 6,521	\$ 6,782
Office Assistant I	TCEA	\$ 3,379	\$ 3,515	\$ 3,656	\$ 3,802	\$ 3,954	\$ 4,112	\$ 4,277
Office Assistant II	TCEA	\$ 3,718	\$ 3,867	\$ 4,021	\$ 4,182	\$ 4,349	\$ 4,523	\$ 4,704
Park Maintenance Lead Worker	TCEA	\$ 4,176	\$ 4,343	\$ 4,517	\$ 4,697	\$ 4,885	\$ 5,081	\$ 5,284
Park Maintenance Worker	TCEA	\$ 3,728	\$ 3,878	\$ 4,033	\$ 4,194	\$ 4,362	\$ 4,536	\$ 4,718
Parking Control Officer	TCEA	\$ 3,951	\$ 4,110	\$ 4,274	\$ 4,444	\$ 4,623	\$ 4,807	\$ 5,000
Parks and Recreation Coordinator	TCEA	\$ 4,004	\$ 4,164	\$ 4,330	\$ 4,503	\$ 4,684	\$ 4,871	\$ 5,065
Parks and Recreation Director	NREP	\$ 9,984						\$ 12,632
Parks and Recreation Manager	NREP	\$ 7,044						\$ 8,914
Personnel Analyst	TCEA	\$ 5,213	\$ 5,422	\$ 5,640	\$ 5,865	\$ 6,100	\$ 6,343	\$ 6,597
Planning Manager	NREP	\$ 8,329						\$ 10,539
Public Safety Supervisor	NREP	\$ 6,903						\$ 8,735
Secretary	TCEA	\$ 4,116	\$ 4,280	\$ 4,451	\$ 4,629	\$ 4,814	\$ 5,007	\$ 5,207
Senior Community Preservation Officer	TCEA	\$ 4,988	\$ 5,188	\$ 5,395	\$ 5,611	\$ 5,835	\$ 6,069	\$ 6,312
Tree Trimmer	TCEA	\$ 3,659	\$ 3,805	\$ 3,957	\$ 4,116	\$ 4,280	\$ 4,451	\$ 4,629
Tree Trimmer Lead Worker	TCEA	\$ 4,097	\$ 4,262	\$ 4,432	\$ 4,608	\$ 4,793	\$ 4,985	\$ 5,185

**CITY OF TEMPLE CITY**  
**SALARY SCHEDULE - FULL-TIME CLASSIFICATIONS**  
**EFFECTIVE JULY 1, 2020**

FULL TIME CLASSIFICATIONS	BENEFIT GROUP	STEPS						
		1	2	3	4	5	6	7
Accountant	TCEA	\$ 5,530	\$ 5,751	\$ 5,981	\$ 6,221	\$ 6,469	\$ 6,727	\$ 6,997
Accounting Technician	TCEA	\$ 4,301	\$ 4,473	\$ 4,652	\$ 4,838	\$ 5,031	\$ 5,233	\$ 5,442
Administrative Assistant to the City Council and City Manager	NREP	\$ 4,406						\$ 5,577
Administrative Coordinator	TCEA	\$ 4,574	\$ 4,757	\$ 4,947	\$ 5,145	\$ 5,351	\$ 5,564	\$ 5,787
Administrative Services Director	NREP	\$ 10,962						\$ 13,870
Assistant to the City Manager/Economic Development Manager	NREP	\$ 8,835						\$ 11,180
Associate Planner	TCEA	\$ 6,269	\$ 6,520	\$ 6,780	\$ 7,052	\$ 7,334	\$ 7,627	\$ 7,933
Building and Code Inspector I	TCEA	\$ 4,542	\$ 4,724	\$ 4,913	\$ 5,109	\$ 5,314	\$ 5,527	\$ 5,747
Building and Code Inspector II	TCEA	\$ 5,336	\$ 5,551	\$ 5,772	\$ 6,003	\$ 6,243	\$ 6,493	\$ 6,752
Building and Code Inspector III	TCEA	\$ 5,546	\$ 5,768	\$ 5,999	\$ 6,239	\$ 6,488	\$ 6,748	\$ 7,017
Building/Housing Assistant	TCEA	\$ 4,381	\$ 4,557	\$ 4,739	\$ 4,928	\$ 5,125	\$ 5,330	\$ 5,543
City Clerk	NREP	\$ 7,657						\$ 9,690
Community Development Director	NREP	\$ 10,984						\$ 13,899
Community Preservation Officer	TCEA	\$ 4,542	\$ 4,724	\$ 4,914	\$ 5,109	\$ 5,314	\$ 5,527	\$ 5,748
Community Services Specialist	TCEA	\$ 3,646	\$ 3,791	\$ 3,943	\$ 4,100	\$ 4,265	\$ 4,435	\$ 4,613
Deputy City Clerk	TCEA	\$ 4,767	\$ 4,958	\$ 5,156	\$ 5,362	\$ 5,577	\$ 5,799	\$ 6,031
Maintenance Worker	TCEA	\$ 3,830	\$ 3,984	\$ 4,143	\$ 4,308	\$ 4,481	\$ 4,660	\$ 4,846
Maintenance Lead Worker	TCEA	\$ 4,290	\$ 4,461	\$ 4,639	\$ 4,825	\$ 5,018	\$ 5,219	\$ 5,428
Management Analyst	TCEA	\$ 5,467	\$ 5,686	\$ 5,913	\$ 6,150	\$ 6,395	\$ 6,651	\$ 6,918
Office Assistant I	TCEA	\$ 3,447	\$ 3,585	\$ 3,729	\$ 3,878	\$ 4,033	\$ 4,194	\$ 4,362
Office Assistant II	TCEA	\$ 3,792	\$ 3,944	\$ 4,101	\$ 4,266	\$ 4,436	\$ 4,613	\$ 4,798
Park Maintenance Lead Worker	TCEA	\$ 4,259	\$ 4,430	\$ 4,607	\$ 4,791	\$ 4,982	\$ 5,182	\$ 5,389
Park Maintenance Worker	TCEA	\$ 3,803	\$ 3,956	\$ 4,114	\$ 4,278	\$ 4,449	\$ 4,627	\$ 4,812
Parking Control Officer	TCEA	\$ 4,031	\$ 4,192	\$ 4,359	\$ 4,533	\$ 4,715	\$ 4,903	\$ 5,100
Parks and Recreation Coordinator	TCEA	\$ 4,084	\$ 4,247	\$ 4,416	\$ 4,593	\$ 4,778	\$ 4,968	\$ 5,167
Parks and Recreation Director	NREP	\$ 10,183						\$ 12,884
Parks and Recreation Manager	NREP	\$ 7,185						\$ 9,092
Personnel Analyst	TCEA	\$ 5,317	\$ 5,531	\$ 5,752	\$ 5,982	\$ 6,222	\$ 6,470	\$ 6,729
Planning Manager	NREP	\$ 8,496						\$ 10,749
Public Safety Supervisor	NREP	\$ 7,041						\$ 8,910
Secretary	TCEA	\$ 4,198	\$ 4,366	\$ 4,540	\$ 4,721	\$ 4,911	\$ 5,107	\$ 5,311
Senior Community Preservation Officer	TCEA	\$ 5,088	\$ 5,291	\$ 5,503	\$ 5,723	\$ 5,952	\$ 6,190	\$ 6,438
Tree Trimmer	TCEA	\$ 3,732	\$ 3,881	\$ 4,036	\$ 4,198	\$ 4,366	\$ 4,540	\$ 4,721
Tree Trimmer Lead Worker	TCEA	\$ 4,179	\$ 4,347	\$ 4,521	\$ 4,701	\$ 4,889	\$ 5,084	\$ 5,288

CITY OF TEMPLE CITY  
SALARY SCHEDULE - FULL-TIME CLASSIFICATIONS  
EFFECTIVE JULY 1, 2021

FULL TIME CLASSIFICATIONS	BENEFIT GROUP	STEPS						
		1	2	3	4	5	6	7
Accountant	TCEA	\$ 5,613	\$ 5,838	\$ 6,071	\$ 6,314	\$ 6,566	\$ 6,828	\$ 7,102
Accounting Technician	TCEA	\$ 4,366	\$ 4,540	\$ 4,721	\$ 4,910	\$ 5,107	\$ 5,312	\$ 5,524
Administrative Assistant to the City Council and City Manager	NREP	\$ 4,472						\$ 5,660
Administrative Coordinator	TCEA	\$ 4,642	\$ 4,828	\$ 5,021	\$ 5,222	\$ 5,431	\$ 5,648	\$ 5,874
Administrative Services Director	NREP	\$ 11,126						\$ 14,078
Assistant to the City Manager/Economic Development Manager	NREP	\$ 8,968						\$ 11,348
Associate Planner	TCEA	\$ 6,363	\$ 6,618	\$ 6,882	\$ 7,158	\$ 7,444	\$ 7,742	\$ 8,052
Building and Code Inspector I	TCEA	\$ 4,611	\$ 4,795	\$ 4,986	\$ 5,186	\$ 5,394	\$ 5,610	\$ 5,833
Building and Code Inspector II	TCEA	\$ 5,416	\$ 5,634	\$ 5,859	\$ 6,093	\$ 6,337	\$ 6,591	\$ 6,853
Building and Code Inspector III	TCEA	\$ 5,630	\$ 5,854	\$ 6,089	\$ 6,333	\$ 6,585	\$ 6,849	\$ 7,123
Building/Housing Assistant	TCEA	\$ 4,447	\$ 4,625	\$ 4,810	\$ 5,002	\$ 5,202	\$ 5,410	\$ 5,626
City Clerk	NREP	\$ 7,772						\$ 9,836
Community Development Director	NREP	\$ 11,148						\$ 14,107
Community Preservation Officer	TCEA	\$ 4,611	\$ 4,795	\$ 4,988	\$ 5,186	\$ 5,394	\$ 5,610	\$ 5,834
Community Services Specialist	TCEA	\$ 3,700	\$ 3,848	\$ 4,002	\$ 4,162	\$ 4,329	\$ 4,502	\$ 4,682
Deputy City Clerk	TCEA	\$ 4,839	\$ 5,032	\$ 5,234	\$ 5,443	\$ 5,660	\$ 5,886	\$ 6,122
Maintenance Worker	TCEA	\$ 3,887	\$ 4,043	\$ 4,205	\$ 4,373	\$ 4,548	\$ 4,730	\$ 4,919
Maintenance Lead Worker	TCEA	\$ 4,354	\$ 4,528	\$ 4,709	\$ 4,898	\$ 5,093	\$ 5,297	\$ 5,509
Management Analyst	TCEA	\$ 5,549	\$ 5,771	\$ 6,001	\$ 6,242	\$ 6,491	\$ 6,751	\$ 7,021
Office Assistant I	TCEA	\$ 3,499	\$ 3,639	\$ 3,785	\$ 3,936	\$ 4,093	\$ 4,257	\$ 4,428
Office Assistant II	TCEA	\$ 3,849	\$ 4,003	\$ 4,163	\$ 4,330	\$ 4,503	\$ 4,682	\$ 4,870
Park Maintenance Lead Worker	TCEA	\$ 4,323	\$ 4,496	\$ 4,676	\$ 4,863	\$ 5,057	\$ 5,260	\$ 5,470
Park Maintenance Worker	TCEA	\$ 3,860	\$ 4,015	\$ 4,175	\$ 4,342	\$ 4,515	\$ 4,696	\$ 4,884
Parking Control Officer	TCEA	\$ 4,091	\$ 4,255	\$ 4,425	\$ 4,601	\$ 4,786	\$ 4,977	\$ 5,177
Parks and Recreation Coordinator	TCEA	\$ 4,145	\$ 4,311	\$ 4,483	\$ 4,662	\$ 4,849	\$ 5,042	\$ 5,244
Parks and Recreation Director	NREP	\$ 10,336						\$ 13,078
Parks and Recreation Manager	NREP	\$ 7,293						\$ 9,228
Personnel Analyst	TCEA	\$ 5,397	\$ 5,614	\$ 5,839	\$ 6,072	\$ 6,315	\$ 6,567	\$ 6,830
Planning Manager	NREP	\$ 8,623						\$ 10,911
Public Safety Supervisor	NREP	\$ 7,147						\$ 9,044
Secretary	TCEA	\$ 4,261	\$ 4,431	\$ 4,608	\$ 4,792	\$ 4,984	\$ 5,184	\$ 5,391
Senior Community Preservation Officer	TCEA	\$ 5,164	\$ 5,371	\$ 5,585	\$ 5,809	\$ 6,041	\$ 6,283	\$ 6,535
Tree Trimmer	TCEA	\$ 3,788	\$ 3,939	\$ 4,096	\$ 4,261	\$ 4,431	\$ 4,608	\$ 4,792
Tree Trimmer Lead Worker	TCEA	\$ 4,242	\$ 4,412	\$ 4,588	\$ 4,771	\$ 4,962	\$ 5,161	\$ 5,368