

RESOLUTION NO. 16-68

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NORWALK
ADOPTING THE SALARY SCHEDULE FOR FISCAL YEAR 2015/17
FOR THE GENERAL AND HOURLY UNIT EMPLOYEES AND THE
EXECUTIVE MANAGEMENT AND MID-MANAGEMENT UNIT
EMPLOYEES**

WHEREAS, Norwalk Municipal Code (NMC) §2.24.070 allows for the adoption and revision of a compensation plan (salary schedule) by resolution; and

WHEREAS, NMC §2.24.070 states that when any new position is created, the Director of Human Resources shall recommend an appropriate salary range and the compensation plan (salary schedule) shall be amended by City Council; and

WHEREAS, the salary schedule has been updated and supersedes all previously adopted salary schedules.


**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NORWALK
HEREBY DETERMINES, FINDS, AND RESOLVES AS FOLLOWS:**

Section 1. The City of Norwalk compensation plan is amended by adding the classifications of Public Services Manager and Special Projects Coordinator to allow for the appropriate categorization of duties and responsibilities to read as shown on Exhibit A.

Section 2. The City of Norwalk compensation plan is amended by deleting the classification of Public Services Superintendent as shown on Exhibit A.

Section 3. Pursuant to NMC §2.24.070, the City Council hereby amends the FY 2016/17 Salary Schedule attached as Exhibit A.

APPROVED AND ADOPTED on this 18th day of October 2016.


**MICHAEL MENDEZ
MAYOR**

ATTEST:

I, **Theresa Devoy**, City Clerk of the City of Norwalk, California **DO HEREBY CERTIFY** that the foregoing Resolution, being **Resolution No. 16-68** has been duly signed by the Mayor and attested by the City Clerk, all at a regular meeting of the Norwalk City Council, held October 18, 2016, and that the same was approved and adopted by the following vote to wit:

AYES: Councilmembers Shryock and Vernola, Vice Mayor Kelley, and Mayor Mendez
NOES: None
ABSENT: None

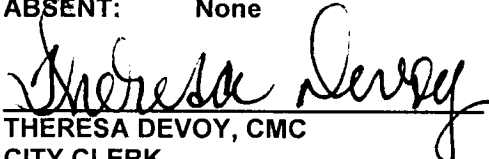

**THERESA DEVOY, CMC
CITY CLERK**

Exhibit A

**CITY OF NORWALK
SALARY SCHEDULE
FY 2016-2017
Effective October 25, 2016**

A. CITY COUNCIL

Name of Position	Step A	Step B	Step C	Step D	Step E
Mayor	N/A	N/A	N/A	N/A	950.91
Vice-Mayor	N/A	N/A	N/A	N/A	950.91
Councilmember	N/A	N/A	N/A	N/A	950.91

B. EXECUTIVE MANAGEMENT (4.5% C.O.L.A. - minus 4% PERS pick-up)

Name of Position	Step A	Step B	Step C	Step D	Step E
City Manager	15,329	16,095	16,900	17,745	18,633
Deputy City Manager	11,204	11,765	12,353	12,971	13,619
Dir. of Community Development	11,204	11,765	12,353	12,971	13,619
Dir. of Finance/City Treasurer	10,671	11,204	11,764	12,353	12,970
Dir. of Human Resources/Risk Manager	10,671	11,204	11,764	12,353	12,970
Dir. of Public Safety	10,671	11,204	11,764	12,353	12,970
Dir. of Public Services	10,671	11,204	11,764	12,353	12,970
Dir. of Recreation & Park Svcs.	10,671	11,204	11,764	12,353	12,970
Dir. of Social Services	10,671	11,204	11,764	12,353	12,970
Dir. of Transportation	10,671	11,204	11,764	12,353	12,970
City Clerk	10,671	11,204	11,764	12,353	12,970
Special Assistant to City Manager	10,487	11,011	11,562	12,140	12,747

C. MID-MANAGEMENT (4.5% C.O.L.A. - minus 4% PERS pick-up)

Name of Position	Step A	Step B	Step C	Step D	Step E
Admin. Services Manager	8,916	9,361	9,830	10,321	10,837
Building and Safety Manager	8,916	9,361	9,830	10,321	10,837
City Engineer	8,916	9,361	9,830	10,321	10,837
Economic Development Manager	8,916	9,361	9,830	10,321	10,837
Public Services Manager	8,916	9,361	9,830	10,321	10,837
Communications & Pub Affairs Mgr	8,170	8,578	9,007	9,457	9,930
Controller/Deputy Treasurer	8,170	8,578	9,007	9,457	9,930
Housing Manager	8,170	8,578	9,007	9,457	9,930
Mngr Strategic Planning & Admn Svcs	8,170	8,578	9,007	9,457	9,930
Planning Manager	8,170	8,578	9,007	9,457	9,930
Projects and Services Manager	8,170	8,578	9,007	9,457	9,930
Public Safety Manager	8,170	8,578	9,007	9,457	9,930
Recreation Superintendent	8,170	8,578	9,007	9,457	9,930
Social Services Manager	8,170	8,578	9,007	9,457	9,930
Utilities & Projects Manager	8,170	8,578	9,007	9,457	9,930
Fleet Maintenance Manager	7,867	8,260	8,673	9,107	9,562
Manager of Transit Operations	7,867	8,260	8,673	9,107	9,562

D. GENERAL UNIT (3% C.O.L.A. - minus 1.5% PERS pick-up)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Associate Engineer	6,871	7,215	7,575	7,954	8,352
Business Development Asst.	6,721	7,057	7,409	7,780	8,169
Senior Planner	6,721	7,057	7,409	7,780	8,169
Assistant City Clerk	6,365	6,684	7,018	7,369	7,737
Information Systems Coordinator	6,365	6,684	7,018	7,369	7,737
Senior Center Manager	6,365	6,684	7,018	7,369	7,737
Senior Building Inspector	6,365	6,684	7,018	7,369	7,737
Special Projects Coordinator	6,365	6,684	7,018	7,369	7,737
Water Utilities Supervisor	6,190	6,500	6,825	7,166	7,524
Maintenance Supervisor	5,896	6,191	6,500	6,825	7,166
Senior Code Compliance Inspector	5,896	6,191	6,500	6,825	7,166
Community Development Specialist	5,824	6,115	6,421	6,742	7,079
Rehabilitation Specialist	5,824	6,115	6,421	6,742	7,079
Assistant Engineer	5,793	6,083	6,387	6,706	7,041
Childcare Program Manager	5,793	6,083	6,387	6,706	7,041
Emergency Services Manager	5,793	6,083	6,387	6,706	7,041
Senior Human Resources Analyst	5,793	6,083	6,387	6,706	7,041
Senior Management Analyst	5,793	6,083	6,387	6,706	7,041
Senior Accountant	5,793	6,083	6,387	6,706	7,041
Lead Equipment Mechanic	5,750	6,038	6,340	6,657	6,989
Transit Safety & Training Coord.	5,750	6,038	6,340	6,657	6,989
Senior Transit Oprs. Supervisor	5,750	6,038	6,340	6,657	6,989
Public Works Inspector II	5,670	5,954	6,251	6,564	6,892
Recreation Supervisor	5,640	5,922	6,218	6,529	6,855
Building Inspector II	5,534	5,811	6,101	6,406	6,726
Assistant Planner	5,244	5,506	5,781	6,070	6,374
Public Safety Officer III	5,244	5,506	5,781	6,070	6,374
Traffic Signal Technician II	5,173	5,431	5,703	5,988	6,287
Senior Executive Secretary	5,151	5,409	5,679	5,963	6,261
Code Compliance Inspector	5,130	5,387	5,656	5,939	6,236
Accountant I	5,036	5,287	5,552	5,829	6,121
Management Analyst	5,036	5,287	5,552	5,829	6,121
Human Resources Analyst	5,036	5,287	5,552	5,829	6,121
Childcare Coordinator	5,024	5,276	5,539	5,816	6,107
Executive Secretary	5,024	5,276	5,539	5,816	6,107
Secretary to City Council	5,024	5,276	5,539	5,816	6,107
Secretary to City Manager	5,024	5,276	5,539	5,816	6,107
Water Service Worker II	4,822	5,064	5,317	5,583	5,862
Housing Specialist II	4,817	5,058	5,311	5,577	5,855
Public Information Specialist	4,817	5,058	5,311	5,577	5,855
Purchasing Agent	4,817	5,058	5,311	5,577	5,855
Traffic Signal Technician I	4,817	5,058	5,311	5,577	5,855
Human Resources Technician	4,780	5,019	5,270	5,534	5,810
Payroll Personnel Technician	4,780	5,019	5,270	5,534	5,810
Payroll Specialist	4,780	5,019	5,270	5,534	5,810
Mechanic	4,765	5,003	5,253	5,516	5,791

D. GENERAL UNIT (3% C.O.L.A. - minus 1.5% PERS pick-up)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Transit Oprs. Supervisor	4,741	4,978	5,227	5,488	5,762
Building Inspector I	4,663	4,896	5,141	5,398	5,668
Buyer	4,663	4,896	5,141	5,398	5,668
Facility Maintenance III	4,663	4,896	5,141	5,398	5,668
Deputy City Clerk	4,593	4,823	5,064	5,317	5,583
Graphic Design Specialist	4,593	4,823	5,064	5,317	5,583
Recreation Coordinator	4,593	4,823	5,064	5,317	5,583
Senior Services Coordinator	4,593	4,823	5,064	5,317	5,583
Economic Development Coordinator	4,471	4,694	4,929	5,176	5,434
Maintenance Worker III	4,471	4,694	4,929	5,176	5,434
Public Safety Officer II	4,471	4,694	4,929	5,176	5,434
Tree Trimmer II	4,456	4,679	4,912	5,158	5,416
Administrative Secretary	4,434	4,656	4,889	5,133	5,390
Engineering Technician	4,434	4,656	4,889	5,133	5,390
Office Assistant III	4,434	4,656	4,889	5,133	5,390
Storekeeper II	4,434	4,656	4,889	5,133	5,390
Transit Administrative Specialist	4,434	4,656	4,889	5,133	5,390
Community Worker	4,345	4,562	4,790	5,029	5,281
Childcare Program Supervisor	4,334	4,550	4,778	5,017	5,268
Community Development Assistant	4,334	4,550	4,778	5,017	5,268
Facility Maintenance II	4,334	4,550	4,778	5,017	5,268
Family Self-Sufficiency Coordinator	4,334	4,550	4,778	5,017	5,268
Housing Specialist I	4,334	4,550	4,778	5,017	5,268
Account Clerk III	4,271	4,485	4,709	4,945	5,192
Production Specialist	4,271	4,485	4,709	4,945	5,192
Production Supervisor	4,271	4,485	4,709	4,945	5,192
Tree Trimmer I	4,249	4,462	4,685	4,919	5,165
Permit Technician	4,167	4,376	4,594	4,824	5,065
Coach Operator	4,138	4,344	4,562	4,790	5,029
Dispatcher	4,138	4,344	4,562	4,790	5,029
Lead Public Safety Officer	4,043	4,245	4,457	4,680	4,914
Maintenance Worker II	4,039	4,241	4,453	4,676	4,910
Water Service Worker I	3,955	4,153	4,361	4,579	4,808
Public Safety Officer I	3,850	4,043	4,245	4,457	4,680
Social Service Worker II	3,850	4,043	4,245	4,457	4,680
Storekeeper I	3,850	4,043	4,245	4,457	4,680
Account Clerk II	3,767	3,955	4,153	4,360	4,578
Equipment Service Worker	3,767	3,955	4,153	4,360	4,578
Records Technician	3,767	3,955	4,153	4,360	4,578
Childcare Specialist	3,619	3,800	3,990	4,190	4,399
Customer Service Asst.	3,619	3,800	3,990	4,190	4,399
Office Assistant II	3,619	3,800	3,990	4,190	4,399
Payment Specialist	3,619	3,800	3,990	4,190	4,399
Purchasing Assistant	3,619	3,800	3,990	4,190	4,399
Transportation Resource Coord.	3,619	3,800	3,990	4,190	4,399
Facility Maintenance I	3,561	3,739	3,926	4,122	4,328

D. GENERAL UNIT (3% C.O.L.A. - minus 1.5% PERS pick-up)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Eligibility Worker	3,323	3,489	3,663	3,847	4,039
Maintenance Worker I	3,323	3,489	3,663	3,847	4,039
Office Assistant I	3,323	3,489	3,663	3,847	4,039
Social Service Worker I	3,153	3,310	3,476	3,650	3,832
Community Information Assistant	3,028	3,179	3,338	3,505	3,680
Intake Specialist	3,028	3,179	3,338	3,505	3,680

E. HOURLY UNIT (1.5 % C.O.L.A.)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Senior Management Analyst	32.44	34.07	35.77	37.56	39.43
Building Inspector II	31.01	32.56	34.19	35.90	37.69
Information Systems Specialist	30.98	32.53	34.15	35.86	37.65
Code Compliance Inspector	28.72	30.16	31.67	33.25	34.91
Management Analyst	28.21	29.62	31.10	32.66	34.29
Prevention Specialist	26.19	27.50	28.87	30.32	31.83
Building Inspector I	26.12	27.42	28.79	30.23	31.74
Account Clerk III	23.94	25.14	26.40	27.72	29.10
Lead Public Safety Officer	22.65	23.79	24.98	26.23	27.54
Production Specialist	21.76	22.85	23.99	25.19	26.45
Public Safety Officer I	21.58	22.66	23.79	24.98	26.23
Storekeeper	21.58	22.66	23.79	24.98	26.23
Account Clerk II	21.09	22.14	23.25	24.41	25.63
Office Assistant II	20.28	21.29	22.36	23.48	24.65
Mechanic Trainee	20.28	21.29	22.36	23.48	24.65
Pool Manager	19.81	20.80	21.84	22.93	24.08
Recreation Leader III	19.81	20.80	21.84	22.93	24.08
Dispute Resolution Coordinator	19.43	20.40	21.42	22.49	23.62
Senior Program Aide	19.43	20.40	21.42	22.49	23.62
Coach Operator-On Call	19.10	20.06	21.06	22.12	23.22
Dispatcher	19.10	20.06	21.06	22.12	23.22
Equipment Service Helper	19.10	20.06	21.06	22.12	23.22
Eligibility Worker	18.62	19.55	20.52	21.55	22.63
Quality Control Specialist	18.62	19.55	20.52	21.55	22.63
Office Assistant I	18.62	19.55	20.52	21.55	22.63
Social Service Worker I	17.66	18.54	19.47	20.44	21.46
Community Information Assistant	16.95	17.80	18.69	19.63	20.61
Intake Specialist	16.95	17.80	18.69	19.63	20.61
Children's Dental Program Clerk	15.43	16.20	17.01	17.86	18.76
Senior Lifeguard	15.16	15.92	16.72	17.55	18.43
Athletic Trainer	14.96	15.70	16.49	17.31	18.18
Administrative Intern	13.93	14.62	15.36	16.12	16.93
Production Assistant	13.93	14.62	15.36	16.12	16.93
Planning Intern	13.93	14.62	15.36	16.12	16.93
Instructor Guard	13.63	14.32	15.03	15.78	16.57

E. HOURLY UNIT (1.5 % C.O.L.A.)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Office Aide	13.56	14.24	14.95	15.70	16.49
Station Attendant	13.56	14.24	14.95	15.70	16.48
Lifeguard	12.28	12.90	13.54	14.22	14.93
Maintenance Assistant	12.28	12.90	13.54	14.22	14.93
Recreation Leader II	12.28	12.90	13.54	14.22	14.93
Recreation Leader I	10.86	11.40	11.97	12.57	13.20
Coach Operator Trainee	10.00	11.00	12.00	13.00	14.00
Youth Worker	10.00	11.00	12.00	13.00	14.00