

RESOLUTION NO. 19-84

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NORWALK APPROVING THE SALARY SCHEDULE INCORPORATING THE TWO PERCENT COST OF LIVING ADJUSTMENT FOR EXECUTIVE MANAGEMENT AND MID-MANAGEMENT POSITIONS EFFECTIVE DECEMBER 29, 2019

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

WHEREAS, the salary schedule has been amended 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. Pursuant to NMC §2.24.070, the City Council hereby adopts the Fiscal Year 2019/20 Salary Schedule attached as Exhibit A.

Section 2. The Mayor, or presiding officer, is hereby authorized to affix her signature to this Resolution signifying its adoption by the City Council of the City of Norwalk and the City Clerk, or her duly appointed assistant, is directed to attest thereto.

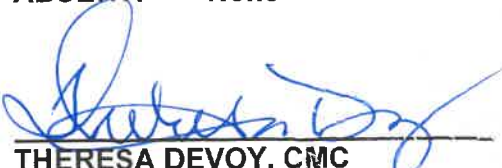
APPROVED AND ADOPTED this 3rd day of December 2019.


MARGARITA L. RIOS
MAYOR

ATTEST:

I, **Theresa Devoy**, City Clerk of the City of Norwalk, California **DO HEREBY CERTIFY** that the foregoing Resolution, being **Resolution No. 19-84** has been duly signed by the Mayor and attested by the City Clerk, all at a regular meeting of the Norwalk City Council, held December 3, 2019, and that the same was approved and adopted by the following vote to wit:

AYES: Councilmembers Ayala, Perez, and Shryock, Vice Mayor Vernola, and Mayor Rios
NOES: None
ABSENT: None


THERESA DEVOY, CMC
CITY CLERK

**CITY OF NORWALK
SALARY SCHEDULE
FY 2019-2020
Effective December 29, 2019**

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 (2% C.O.L.A.)

Name of Position	Step A	Step B	Step C	Step D	Step E
City Manager	N/A	N/A	N/A	N/A	21,667
Executive Dir. of Regional Transportation	14,196	14,906	15,651	16,434	17,255
Deputy City Manager	13,081	13,735	14,422	15,143	15,900
Dir. of Public Services/City Engineer	12,094	12,699	13,334	14,000	14,700
Dir. of Community Development	11,048	11,600	12,180	12,789	13,429
Dir. of Finance/City Treasurer	11,048	11,600	12,180	12,789	13,429
Dir. of Human Resources/Risk Manager	11,048	11,600	12,180	12,789	13,429
Dir. of Public Safety	11,048	11,600	12,180	12,789	13,429
Dir. of Recreation & Park Svcs.	11,048	11,600	12,180	12,789	13,429
City Clerk	11,048	11,600	12,180	12,789	13,429

C. MID-MANAGEMENT (2% C.O.L.A.)

Name of Position	Step A	Step B	Step C	Step D	Step E
Admin. Services Manager	9,231	9,693	10,177	10,686	11,220
Building and Safety Manager	9,231	9,693	10,177	10,686	11,220
Principal Civil Engineer	9,231	9,693	10,177	10,686	11,220
Controller/Deputy Treasurer	9,231	9,693	10,177	10,686	11,220
Public Services Manager	9,231	9,693	10,177	10,686	11,220
Transit Administrative Officer	9,231	9,693	10,177	10,686	11,220
Communications & Pub Affairs Mgr	8,459	8,882	9,326	9,792	10,282
Fleet Maintenance Manager	8,459	8,882	9,326	9,792	10,282
Housing Manager	8,459	8,882	9,326	9,792	10,282
Manager of Transit Operations	8,459	8,882	9,326	9,792	10,282
Planning Manager	8,459	8,882	9,326	9,792	10,282
Recreation Superintendent	8,459	8,882	9,326	9,792	10,282
Social Services Manager	8,459	8,882	9,326	9,792	10,282
Senior Civil Engineer	8,459	8,882	9,326	9,792	10,282

D. GENERAL UNIT (1% C.O.L.A.)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Associate Engineer	7,291	7,656	8,039	8,441	8,863
Business Development Asst.	7,132	7,488	7,863	8,256	8,669
Senior Planner	7,132	7,488	7,863	8,256	8,669
Assistant City Clerk	6,754	7,092	7,447	7,819	8,210
Information Systems Coordinator	6,754	7,092	7,447	7,819	8,210
Senior Center Manager	6,754	7,092	7,447	7,819	8,210
Senior Building Inspector	6,754	7,092	7,447	7,819	8,210
Special Projects Coordinator	6,754	7,092	7,447	7,819	8,210
Fleet Maintenance Supervisor	6,569	6,897	7,242	7,604	7,984
Water Utilities Supervisor	6,569	6,897	7,242	7,604	7,984
Maintenance Supervisor	6,256	6,569	6,897	7,242	7,604
Senior Code Compliance Inspector	6,256	6,569	6,897	7,242	7,604
Community Development Specialist	6,180	6,489	6,813	7,155	7,512
Rehabilitation Specialist	6,180	6,489	6,813	7,155	7,512
Assistant Engineer	6,147	6,455	6,777	7,116	7,472
Childcare Program Manager	6,147	6,455	6,777	7,116	7,472
Senior Human Resources Analyst	6,147	6,455	6,777	7,116	7,472
Senior Management Analyst	6,147	6,455	6,777	7,116	7,472
Senior Accountant	6,147	6,455	6,777	7,116	7,472
Social Services Supervisor	6,147	6,455	6,777	7,116	7,472
Lead Equipment Mechanic	6,101	6,406	6,727	7,064	7,416
Transit Safety & Training Coord.	6,101	6,406	6,727	7,064	7,416
Senior Transit Oprs. Supervisor	6,101	6,406	6,727	7,064	7,416
Public Works Inspector II	6,017	6,318	6,634	6,965	7,313
Creative Coordinator	5,985	6,284	6,598	6,928	7,275
Recreation Supervisor	5,985	6,284	6,598	6,928	7,275
Senior Executive Assistant	5,985	6,284	6,598	6,928	7,275
Building Inspector II	5,872	6,166	6,474	6,798	7,138
Assistant Planner	5,564	5,843	6,135	6,442	6,764
Public Safety Officer III	5,564	5,843	6,135	6,442	6,764
Traffic Signal Technician II	5,489	5,764	6,052	6,355	6,672
Code Compliance Inspector	5,443	5,716	6,001	6,301	6,617
Accountant I	5,344	5,611	5,891	6,186	6,495
Management Analyst	5,344	5,611	5,891	6,186	6,495
Human Resources Analyst	5,344	5,611	5,891	6,186	6,495
Childcare Program Supervisor	5,332	5,598	5,878	6,172	6,481
Executive Assistant	5,332	5,598	5,878	6,172	6,481
Human Resources Technician	5,332	5,598	5,878	6,172	6,481
Payroll Specialist	5,332	5,598	5,878	6,172	6,481
Social Services Coordinator	5,332	5,598	5,878	6,172	6,481
Water Service Worker II	5,118	5,373	5,642	5,924	6,220
Housing Specialist II	5,111	5,367	5,635	5,917	6,213
Purchasing Agent	5,111	5,367	5,635	5,917	6,213
Traffic Signal Technician I	5,111	5,367	5,635	5,917	6,213
Payroll Personnel Technician	5,073	5,327	5,593	5,873	6,167

D. GENERAL UNIT (1% C.O.L.A.)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Mechanic	5,056	5,309	5,574	5,853	6,146
Transit Oprs. Supervisor	5,031	5,283	5,547	5,824	6,115
Public Safety Technician	4,982	5,232	5,493	5,768	6,056
Building Inspector I	4,949	5,196	5,456	5,729	6,015
Facility Maintenance III	4,949	5,196	5,456	5,729	6,015
Deputy City Clerk	4,874	5,117	5,373	5,642	5,924
Graphic Design Specialist	4,874	5,117	5,373	5,642	5,924
Recreation Coordinator	4,874	5,117	5,373	5,642	5,924
Senior Services Coordinator	4,874	5,117	5,373	5,642	5,924
Economic Development Coordinator	4,745	4,982	5,231	5,492	5,767
Maintenance Worker III	4,745	4,982	5,231	5,492	5,767
Public Safety Officer II	4,745	4,982	5,231	5,492	5,767
Tree Trimmer II	4,728	4,964	5,213	5,473	5,747
Administrative Secretary	4,705	4,940	5,187	5,447	5,719
Engineering Technician	4,705	4,940	5,187	5,447	5,719
Office Assistant III	4,705	4,940	5,187	5,447	5,719
Storekeeper II	4,705	4,940	5,187	5,447	5,719
Transit Administrative Specialist	4,705	4,940	5,187	5,447	5,719
Community Worker	4,611	4,841	5,083	5,337	5,604
Childcare Coordinator	4,599	4,829	5,070	5,324	5,590
Community Development Assistant	4,599	4,829	5,070	5,324	5,590
Facility Maintenance II	4,599	4,829	5,070	5,324	5,590
Family Self-Sufficiency Coordinator	4,599	4,829	5,070	5,324	5,590
Housing Specialist I	4,599	4,829	5,070	5,324	5,590
Account Clerk III	4,532	4,759	4,997	5,247	5,509
Production Specialist	4,532	4,759	4,997	5,247	5,509
Production Supervisor	4,532	4,759	4,997	5,247	5,509
Tree Trimmer I	4,508	4,734	4,970	5,219	5,480
Permit Technician	4,422	4,643	4,875	5,119	5,375
Coach Operator	4,391	4,610	4,841	5,083	5,337
Dispatcher	4,391	4,610	4,841	5,083	5,337
Maintenance Worker II	4,286	4,500	4,725	4,961	5,209
Water Service Worker I	4,197	4,406	4,627	4,858	5,101
Public Safety Officer I	4,085	4,290	4,504	4,729	4,966
Social Service Worker II	4,085	4,290	4,504	4,729	4,966
Storekeeper I	4,085	4,290	4,504	4,729	4,966
Account Clerk II	3,997	4,197	4,407	4,627	4,858
Equipment Service Worker	3,997	4,197	4,407	4,627	4,858
Records Technician	3,997	4,197	4,407	4,627	4,858
Childcare Specialist	3,840	4,032	4,234	4,446	4,668
Customer Service Asst.	3,840	4,032	4,234	4,446	4,668
Office Assistant II	3,840	4,032	4,234	4,446	4,668
Payment Specialist	3,840	4,032	4,234	4,446	4,668
Transportation Resource Coord.	3,840	4,032	4,234	4,446	4,668
Facility Maintenance I	3,779	3,968	4,166	4,375	4,593

D. GENERAL UNIT (1% C.O.L.A.)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Eligibility Worker	3,526	3,702	3,887	4,082	4,286
Maintenance Worker I	3,526	3,702	3,887	4,082	4,286
Office Assistant I	3,526	3,702	3,887	4,082	4,286
Quality Control Specialist	3,526	3,702	3,887	4,082	4,286
Social Service Worker I	3,346	3,513	3,689	3,873	4,067
Community Information Assistant	3,214	3,374	3,543	3,720	3,906
Intake Specialist	3,214	3,374	3,543	3,720	3,906

E. HOURLY UNIT (1% C.O.L.A.)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Senior Management Analyst	34.42	36.14	37.95	39.85	41.84
Building Inspector II	32.91	34.55	36.28	38.10	40.01
Information Systems Specialist	32.87	34.51	36.24	38.05	39.95
Code Compliance Inspector	30.48	32.00	33.60	35.28	37.04
Management Analyst	29.94	31.44	33.01	34.66	36.39
Prevention Specialist	27.79	29.18	30.64	32.18	33.78
Building Inspector I	27.71	29.10	30.55	32.08	33.68
Public Safety Officer II	27.37	28.73	30.17	31.68	33.27
Account Clerk III	25.40	26.68	28.01	29.41	30.88
Production Specialist	23.09	24.24	25.45	26.72	28.06
Public Safety Officer I	22.90	24.05	25.25	26.51	27.84
Storekeeper	22.90	24.05	25.25	26.51	27.84
Account Clerk II	22.38	23.50	24.67	25.91	27.21
Payment Specialist	22.15	23.26	24.42	25.64	26.93
Office Assistant II	21.52	22.60	23.73	24.92	26.16
Mechanic Trainee	21.52	22.60	23.73	24.92	26.16
Pool Manager	21.03	22.08	23.18	24.34	25.56
Recreation Leader III	21.03	22.08	23.18	24.34	25.56
Dispute Resolution Coordinator	20.62	21.65	22.74	23.87	25.07
Senior Program Aide	20.62	21.65	22.74	23.87	25.07
Coach Operator-On Call	20.27	21.28	22.34	23.46	24.63
Dispatcher	20.27	21.28	22.34	23.46	24.63
Public Safety Dispatcher	20.27	21.28	22.34	23.46	24.63
Equipment Service Helper	20.27	21.28	22.34	23.46	24.63
Eligibility Worker	19.77	20.75	21.79	22.88	24.02
Quality Control Specialist	19.76	20.75	21.79	22.88	24.02
Office Assistant I	19.76	20.75	21.79	22.88	24.02
Social Service Worker I	18.74	19.67	20.66	21.69	22.77
Social Worker	18.74	19.67	20.66	21.69	22.77
Community Information Assistant	17.99	18.89	19.83	20.82	21.86
Intake Specialist	17.99	18.89	19.83	20.82	21.86
Children's Dental Program Clerk	16.38	17.20	18.06	18.96	19.91
Senior Lifeguard	16.09	16.90	17.74	18.63	19.56
Athletic Trainer	15.87	16.67	17.50	18.38	19.29

E. HOURLY UNIT (1% C.O.L.A.)					
Name of Position	Step A	Step B	Step C	Step D	Step E
Site Coordinator	15.40	16.17	16.98	17.83	18.72
Coach Operator Trainee	14.86				
Administrative Intern	14.78	15.52	16.30	17.11	17.97
Production Assistant	14.78	15.52	16.30	17.11	17.97
Planning Intern	14.78	15.52	16.30	17.11	17.97
Dishwasher	14.46	15.18	15.94	16.74	17.57
Instructor Guard	14.46	15.18	15.94	16.74	17.57
Meal Driver	14.46	15.18	15.94	16.74	17.57
Nutrition Aide	14.46	15.18	15.94	16.74	17.57
Office Aide	14.39	15.10	15.86	16.65	17.49
Station Attendant	14.39	15.10	15.86	16.65	17.49
Lifeguard	14.08	14.78	15.52	16.30	17.11
Maintenance Assistant	14.08	14.78	15.52	16.30	17.11
Recreation Leader II	14.08	14.78	15.52	16.30	17.11
Recreation Leader I	13.00	13.65	14.33	15.05	15.80
Youth Worker	13.00				