

RESOLUTION NO. 2022 - 029

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA QUINTA, CALIFORNIA, APPROVING AND ADOPTING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LA QUINTA AND THE LA QUINTA CITY EMPLOYEES' ASSOCIATION COMMENCING ON JULY 1, 2022, AND TERMINATING JUNE 30, 2027, AND AUTHORIZING THE CITY MANAGER TO IMPLEMENT PERSONNEL CHANGES AND RECLASSIFY VARIOUS POSITIONS

WHEREAS, the City of La Quinta ("City") and the La Quinta City Employees' Association ("Association"), the recognized organization representing its members, have met and conferred over wages, hours, terms, and conditions of employment pursuant to Government Code 3500, as amended; and

WHEREAS, on June 15, 2021, the City Council adopted Resolution No. 2021-022 approving the current Memorandum of Understanding ("MOU") between the City and Association, executed on July 1, 2021, expired June 30, 2022; and

WHEREAS, on August 3, 2021, the City Council adopted Resolution No. 2021-029, approving Amendment No. 1 to the MOU, increasing the 2022 health benefits cap to \$1,832.01, per month, per employee; and

WHEREAS, on June 21, 2022, the City Council adopted Resolution No. 2022-021, approving Amendment No. 2, extending the terms and conditions of the MOU until a successor MOU is ratified between the City and Association; and

WHEREAS, the Association ratified the MOU on July 25, 2022; and

WHEREAS, this document will supersede any prior resolutions and amendments and may be changed only upon approval of the City Council.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of La Quinta, California, as follows:

SECTION 1. The City does hereby approve, ratify, and authorize implementation of each economic and non-economic benefit and right set forth in the MOU between the City and the Association, attached and

incorporated herein as Exhibit "A" and said to the extent the City may legally do so in accordance with the time constraints of said MOU.

SECTION 2. Council does hereby authorize the City Manager to implement fiscal year 2022/23 personnel changes and reclassify various positions thereto.

PASSED, APPROVED, and ADOPTED at a regular meeting of the La Quinta City Council held on this 2nd day of August, 2022, by the following vote:

AYES: Councilmembers Fitzpatrick, Peña, Radi, Sanchez, and Mayor Evans

NOES: None

ABSENT: None

ABSTAIN: None



LINDA EVANS, Mayor
City of La Quinta, California

ATTEST:



MONIKA RADEVA, City Clerk
City of La Quinta, California



APPROVED AS TO FORM:



TRAVIS VAN LIGTEN, Assistant City Attorney
City of La Quinta, California

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is made and entered into by and between the CITY OF LA QUINTA ("CITY") and the LA QUINTA CITY EMPLOYEES' ASSOCIATION ("ASSOCIATION").

WHEREAS, the CITY and the ASSOCIATION have met and conferred in good faith with respect to the wages, hours, and terms and conditions of employment of CITY employees and all other subjects within the scope of bargaining under the Meyers-Milius-Brown Act (Government Code Section 3500, et seq.), and have reached an agreement that they wish to set forth in writing in the form of this MOU;

NOW, THEREFORE, the CITY and the ASSOCIATION agree as follows:

SECTION 1: TERM

The provisions of this MOU are effective August 2, 2022. Except as otherwise provided herein, this MOU shall be in full force and effect for a term of five (5) years, from August 2, 2022, through June 30, 2027.

This MOU is intended to and shall supersede previous MOU dated July 1, 2021, and any side letters or amendments.

In the event of a conflict between the MOU and an existing policy and/or practice, this MOU provision shall govern.

SECTION 2: COMPENSATION

2.1 Salary

The 2022/23 Salary Plan/Schedule (Attachment 1) reflects the following salary schedule adjustments:

- Bands A through B - 3.9% Salary Plan/Schedule Adjustment
- Bands C through F - 2.5% Salary Plan/Schedule Adjustment

The Salary Plan/Schedule is attached hereto as Exhibit 1, and by this reference made a part of hereof, shall become effective on July 1, 2022, and shall remain in effect during the full term of this MOU, unless modified in writing by mutual agreement of both parties.

2.2 World at Work Adjustments

The parties agree to meet and confer annually regarding potential World at Work adjustments in April during the term of this MOU. Salary schedule adjustments will be based on the World at Work survey of the affected year.

2.3 Merit Salary Increase

Employees receiving an overall “successful” rating will be eligible for their normal step progression advancing one step on the salary plan/schedule. effective on the anniversary of the date of hire or the date upon which they were most recently promoted/reclassified.

2.5 Classification and Compensation Market Study

The parties agree to a full classification and compensation market study using public and private sector comparisons to be completed before June 30, 2027.

2.6 Stand-By Pay

Employees occupying a position designated by the Department Director and approved by the Employee Relations Officer as appropriate for stand-by pay are required to be subjected to call by telephone or other approved methods. Stand-by assignments shall be scheduled in advance by the appropriate Department Director and shall be automatically forfeited if the Employee is unavailable or unfit when called for duty. Employees working stand-by assignments shall be paid thirty-five dollars (\$35.00) per workday and fifty dollars (\$50.00) per non-workday. Employees out on an excused leave of absence (i.e., sick leave, vacation leave, use of compensatory time off, administrative leave, etc.) for a full day are not eligible for stand-by pay on that day.

SECTION 3: APPOINTMENTS

3.1 Reclassification

An Employee who believes that they have been assigned duties and responsibilities which fall outside of the classification to which they are appointed may request a Classification audit. The audit shall ascertain, using the Decision Banding Method, whether the level and scope of assigned responsibilities are of sufficient duration and significant variance from the currently assigned Classification to warrant a Reclassification to a higher Classification within the Classification Plan. Regardless of the circumstances, the Employee must demonstrate possession of the minimum qualifications of the higher Classification prior to being reclassified. Additionally, the City Manager or designee may require a competitive examination prior to approving a Reclassification. No Employee shall be reclassified unless the said proposed reclassified Position has been incorporated in the Classification Plan and approved by City Council.

The Employee or Department Director may submit a request for a job classification audit. The Employee's supervisor may submit a request for a Classification audit for the Employee, with the approval of the Department Director. All such classification audit requests shall be submitted to the City Manager or designee, who shall determine if the Classification audit is justified.

The Employee Relations Officer will respond to requests for a Classification audit and will assist with the revision of Classification Specifications and/or development of new Classification Specifications, as necessary to meet the ongoing operational requirements of the CITY.

Reclassification shall not be used for the purpose of avoiding restrictions concerning demotions, promotions, or unit modifications, or to accomplish staffing plan changes outside of the formal budgetary process.

Upon Reclassification, the salary of an Employee shall be determined as follows:

a. Reclassification with Lower Salary Range: If the Employee is reclassified to a Classification with a lower salary range than the previous Classification, the Employee Relations Officer may approve a Y-rate salary for the Employee if the Employee is at or above the job rate of the salary range. If a salary Y-rate is not approved, the Employee's new salary at the lower salary range shall be placed at a salary rate which yields a salary closest to the current salary, but in no case shall such salary exceed the top of the lower salary range.

b. Reclassification with Same Salary Range: If the Employee is reclassified to a Classification with the same salary range as the previous Classification, the salary rate of the Employee shall not change. This provision shall also apply to the change of Classification title, provided there is no change in the basic duties of the Classification.

c. Reclassification with Higher Salary Range: If the position is reclassified to a Classification with a higher Salary Range than the previous Classification, the Employee shall be compensated at the salary in the new Salary Range which is at least equivalent to an advancement of a full Step over the Step the Employee held in the previous Salary Range, but in no case shall such salary exceed the top salary Step of the higher Classification.

The effective date of reclassification shall coincide with the first working day of a pay period after the reclassification is approved.

Reclassifications to a higher classification will be subject to a probationary period of 6 months starting from the approval date of the reclassification.

SECTION 4: EMPLOYEE BENEFITS

4.1 Retirement

4.1.1 Employer/Employee Obligations

For purposes of the CITY's election to pay to the California Public Employees' Retirement System (CalPERS), effective July 1, 2013, the CITY shall pay to CalPERS on behalf of each full-time, regular employee, the required employer contribution, and an amount equal to 0% of the required member contribution to CalPERS. Effective July 1, 2013, each full-time, regular employee shall pay an amount equal to 100% of the required member contribution to CalPERS, not to exceed eight percent (8%).

4.1.2 Public Employees' Retirement System (PERS) Retirement

The CITY participates in the PERS retirement plan, and currently pays the full cost of the employer share of the PERS retirement benefit for qualified Regular Full-time and Regular Part-time Employees. Each Regular Full-time and Part-time Employee shall pay an amount equal to 100% of the required member contribution to PERS. Any Employee hired on or after January 1, 2013, shall be subject to the following retirement formulas with the retiree's annuity based on the average of the Employee's three (3) highest paid consecutive years, in accordance with the CITY's contract with PERS and the Public Employees' Pension Reform Act of 2013 (PEPRA):

- Classic Employees (current PERS members) hired on, or after January 1, 2013: 2% @ 60.
- New Employees (new PERS members) hired on or after January 1, 2013: 2% @ 62.

4.1.3 Unused Sick Leave Election

Government Code Section 20965 and the CITY's contract for retirement benefits with CalPERS permits conversion of unused sick leave to service credit, pursuant to certain restrictions. Upon retirement, employees are required to complete the "Unused Sick Leave Election Form" prior to receiving their final paycheck. Upon retirement, employees will have the option of selecting one of the following: (1) receiving payout for the full amount of unused sick leave (pursuant to the payout schedule contained in Personnel Policy Section 14.20.4, (2) receiving payout for a set amount of unused sick leave and requesting conversion to service credit of the remainder; or (3)

converting the entire amount of unused sick leave to service credit, waiving their right to a payout for unused sick leave.

4.1.4 Deferred Compensation

Effective July 1, 2022, CITY contribution match of \$50 per pay period for regular full-time employees participating and contributing the same amount into a deferred compensation program. Employee and employer contributions are subject to annual maximums as defined by the Internal Revenue Service for deferred compensation plans.

4.2 City Benefits Contribution

Effective January 1, 2023, the maximum CITY benefit contribution is \$1,992 per month for all regular full-time employees to be used for medical, dental, vision, and general life insurance benefits. The CITY monthly benefit contribution will change each year based upon CalPERS rates for the term of this MOU to allow for a monthly benefit contribution for the least expensive Health Maintenance Organization ("HMO") family coverage plan provided that employees have sufficient access to local providers.

Effective July 1, 2022, Employees who elect a health insurance program (medical, dental, vision, and standard life insurance) that is less than the maximum CITY benefit contribution shall have the unused portion of the CITY contribution, up to a maximum of \$350, placed into a Health Reimbursement Arrangement ("HRA") account for employee use as outlined in the HRA plan document.

The employee contribution for insurance coverage shall be paid by payroll deduction as a condition of enrollment and continuous insurance coverage. The formal plan documents shall govern the benefits, terms and conditions of coverage.

The CITY reserves the right at any time during the term of this MOU to change its insurance carriers, provided, however, that the benefits of any new insurance plan shall be substantially equivalent to the benefits of the plan being replaced.

4.3 Medical Opt-Out Payment

Personnel Policy Section 13.1.2 states that an employee who provides the CITY evidence of group medical insurance under a separate policy and requests to be deleted from the CITY's coverage shall receive \$250 per month as an in-lieu payment. Proof of other coverage must be submitted annually at open enrollment. Should such other group coverage subsequently be unavailable to the employee, the employee shall have the right to seek reinstatement to coverage under the CITY's policy upon written request. In

such a case, the CITY shall reinstate the employee's coverage and cancel the in-lieu payment if reinstatement is permitted under the provisions for reinstatement, then in effect with the CITY's health insurance provider.

4.4 Flexible Spending Plan Under Section 125

The CITY has established a flexible spending account plan managed by a third-party administrator that allows employees to participate and pay for qualified expenses on a pre-tax basis. Employees who elect to participate will pay the monthly administration fee and optional medical reimbursement debit card fee through payroll deduction.

The CITY reserves the right at any time during the term of this MOU to change providers, provided the benefits of any new insurance plan shall be substantially equivalent to the benefits of the plan being replaced.

4.5 Uniform Allowance

Employees who are required to wear a CITY uniform shall in lieu of a uniform allowance be provided the required uniform at the CITY's expense (valued at \$500 per year).

4.6 Tuition Reimbursement

Subject to Department Director and Employee Relations Officer (or designee) approval, Regular Full-time Employees may attend and be reimbursed up to a maximum of \$3,500 per fiscal year not to exceed a total annual budget of \$52,500 for the cost of educational courses taken at an accredited college or university.

Reimbursement will be made only after an employee has satisfactorily completed the class with a grade of "B" or better and evidence of the same has been submitted and approved by the Employee Relations Officer.

The general rule is that an employee must be employed when they start and complete the class or workshop to be reimbursed. If an employee resigns or retires their employment with the CITY or is terminated for disciplinary reasons within two (2) years of receiving reimbursement under these provisions, Employee shall reimburse the CITY for all monies paid them for educational reimbursement received dating back two (2) years from their termination date. If an Employee has followed the foregoing requirements for reimbursement and, through no fault of their own, is laid off before completion of the approved class or workshop, the Employee will continue to be eligible for reimbursement even though the CITY no longer employs them. No Employee will be eligible for reimbursement for any class or workshop taken

after the Employee has been given written notice of layoff, a notice of termination for failing to pass the Probationary Period or notice of intent to terminate employment for cause.

Required forms must be completed, and necessary documentation (receipts and grades) must be provided to receive reimbursement. The Employee Relations Officer shall make final and conclusive determinations of the reimbursement amount after review of the request and recommendations by the Department Director and the Employee Relations Officer.

Mileage reimbursement may not be submitted for travel to and from educational classes.

Education that is a requirement for continuation of employment or is an identified part of a job evaluation shall be paid for by the CITY and not through the Tuition Reimbursement Program.

4.7 Computer Loan Program

The CITY agrees to continue the Computer Loan Program (Program) and fund the Program in the amount of \$17,500 for the term of this MOU at a maximum of \$1,750 per employee. Any employee who has participated in the Program and has paid his/her loan in full may participate again if there is money available after those employees who have not previously participated have been funded.

4.8 Annual Wellness Dollars

Annual Wellness Dollars Program, which provides employees \$200 each year to purchase fitness classes, fitness memberships, and wellness equipment.

SECTION 5: WORK HOURS, SCHEDULES, AND LEAVE

5.1 Hours Worked

Employee hours of work shall be as stated in the CITY's Personnel Policies unless superseded by this MOU.

5.2 Alternate Work Week Schedule

The CITY and ASSOCIATION agree to continue the Alternate Work Week Schedule ("AWWS"), utilizing a 9/80 schedule. Employees may elect to participate in the AWWS by working eight 9-hour days and one 8-hour day, with every other 8-hour day off. The AWWS will continue for the term of this MOU or until canceled by Management, whichever occurs sooner.

5.3 Holidays

Designated paid holidays shall be considered eight (8) hours. A holiday falling on Sunday will be observed the following Monday. A holiday falling on Saturday will be observed the previous Friday.

The following holidays will be designated as paid holidays for regular full-time employees.

Holiday	Date
New Year's Day	January 1
Dr. Martin Luther King, Jr. Day	3 rd Monday in January
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Independence Day – Fourth of July	July 4
Labor Day	1 st Monday in September
Veteran's Day	November 11
Thanksgiving Day	4 th Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
*Christmas Eve Day	December 24
Christmas Day	December 25
**New Years Eve Day	December 31

*Christmas Eve (December 24) - 2022

** New Year's Eve (December 31) – must fall on a weekday to be considered a designated paid holiday.

5.4 Leaves

All specified leaves as provided in Section 8 of the CITY's Personnel Policy.

SECTION 6: ANNUAL EMPLOYEE PERFORMANCE EVALUATION

Employees shall receive an annual performance review on the anniversary of the date of hire or the date upon which they were most recently promoted/reclassified for the previous 12-month period.

SECTION 7: EMPLOYEE/EMPLOYER RELATIONS

7.1 Labor/Management Committee

CITY and ASSOCIATION agree to form a Labor/Management Committee (LMC) that may meet three (3) times per year at the request of either party to address concerns regarding employee relations. The LMC is not authorized to change the MOU or to settle any grievance being processed under the MOU.

SECTION 8: NON-DISCRIMINATION

All personnel decisions and actions, including but not limited to appointments, promotions, demotions, transfers, layoffs, and discharges, shall be made

without regard to race, color, creed, sex, marital status, age, national origin or ancestry, physical or mental disability, medical condition, sexual orientation, or any other unlawful consideration. Further, the CITY shall not discriminate against any employee based upon his/her activity on behalf of his/her membership in any employee association or group.

SECTION 9: MANAGEMENT RIGHTS

Except as limited by the terms of this MOU, the CITY retains sole and exclusive right to manage its operations and direct its work force using any or all of the powers and authority previously exercised or possessed by the CITY or traditionally reserved to management, including but not limited to the right to determine its organization and the kinds and levels of services to be provided; to direct the work of its employees; to assign work from one classification of employees to another, including work currently performed by employees in the classifications covered by this MOU; to establish work standards and levels of required performance; to utilize part-time or temporary employees; to pay wages and benefits in excess of those required by this MOU; to select, modify, alter, abandon, or modernize methods of conducting its operations; to build, move, modify, close, or modernize facilities, machinery, processes, and equipment; to establish budgetary procedures and allocations; to determine methods of raising revenues; to sublet and subcontract work except work currently performed by CITY employees; to take all necessary action in the event of an emergency; to establish and amend rules of conduct and to impose discipline and discharge; to establish and amend rules for safety and health; to select, hire, classify, reclassify, assign, evaluate, transfer, promote, demote, upgrade, downgrade, reprimand, discipline, suspend, discharge, lay off, and rehire employees; to determine job content and to create, combine or modify job classifications and rates or classes of pay; and to exercise all other customary powers and authority of management, regardless of whether the CITY has exercised such power previously. Nothing in this provision shall be construed to restrict grievances concerning any part of this MOU. In the event of an emergency, the CITY may amend, modify or rescind any provision of the MOU. Such amendment, modification or rescission shall remain in force only for the period of the emergency. The CITY shall have the sole and complete discretion to declare that an emergency exists for the purposes of this Section. CITY retains the right to reopen negotiations during the term of this MOU for the purpose of meeting and conferring on implementation of furlough days.

SECTION 10: ASSOCIATION SECURITY

10.1 Maintenance of Membership

Eligible employees electing ASSOCIATION membership shall complete an ASSOCIATION membership form and submit it to the ASSOCIATION for processing. Those employees electing ASSOCIATION membership shall pay the usual and customary monthly dues and assessments if any, as established by the ASSOCIATION.

10.2 Dues Deduction

ASSOCIATION members may authorize due deductions by completing the ASSOCIATION membership form and submitting to the ASSOCIATION. For each submitted form, the CITY will deduct on a bi-weekly basis from each member's wages the amount of ASSOCIATION dues specified by the ASSOCIATION.

10.3 New Employee Orientation and Disclosure of Contact Information

The CITY will provide the ASSOCIATION with ten (10) days' notice of a new employee orientation unless there is an urgent need critical to the employer's operations that were not reasonably foreseeable. In that case, the CITY will provide as much advance notice of the employee orientations as possible.

The ASSOCIATION President or designee may attend new employee orientation and be permitted up to 30 minutes at the end of the orientation to meet with the new employee to discuss, among other things, the rights and obligations created by the contract and the role of the ASSOCIATION, and to answer any questions.

Upon the ASSOCIATION's request, the CITY must provide a list that includes the ASSOCIATION member's name, work phone, home/cell, phone, street address, work email, date of hire, job title, and department at least every 120 days.

SECTION 11: WAIVER OF BARGAINING DURING TERM OF THIS AGREEMENT

During the term of this MOU, the ASSOCIATION agrees that it will not seek to negotiate or bargain with respect to wages, hours and terms and conditions of employment, whether or not covered by this MOU or in the negotiations preceding the execution of this MOU, except as required by specific provisions of this MOU. Despite the terms of this waiver, the parties may, by mutual agreement, agree in writing to meet and confer concerning any matter during the term of this MOU.

SECTION 12: SOLE AND ENTIRE AGREEMENT

It is the intent of the parties hereto that the provisions of this MOU shall supersede all prior agreements, memoranda of agreement or memoranda of understanding, or contrary salary and/or personnel rules and regulations, administrative codes, provisions of the CITY (other than the Municipal Code), whether oral or written, expressed or implied, between the parties and shall govern the entire relationship and be the sole source of any and all rights which may be asserted hereunder. This MOU is not intended to conflict with federal or state law. The ASSOCIATION and the CITY agree that all personnel rules not specifically included herein shall be incorporated herein by this reference. The CITY reserves the right to add to, modify or delete from its Personnel Policies, subject to any obligations under the Meyers-Milias-Brown Act.

This MOU is hereby executed by the parties hereto as set forth below.

CITY OF LA QUINTA

LA QUINTA CITY EMPLOYEES'
ASSOCIATION


By: 
LINDA EVANS, MAYOR


DERRICK ARMENDARIZ, PRESIDENT

DATED: August 3, 2022

DATED: 8-3, 2022

ATTEST:


MONIKA RADEVA, CITY CLERK

APPROVED AS TO FORM:


TRAVIS VAN LIGTEN,
ASSISTANT CITY ATTORNEY



2022/23
Salary Schedule

ATTACHMENT 1

FULL-TIME EMPLOYEES (ANNUAL)															
WORKING TITLE	DBM	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10				
Administrative Assistant	A11	\$ 41,138.26	\$ 43,195.17	\$ 45,252.09	\$ 47,309.00	\$ 49,365.91	\$ 51,041.01	\$ 52,716.11	\$ 54,391.22	\$ 56,066.32	\$ 57,741.42				
Maintenance Worker I	A12	\$ 45,260.81	\$ 47,523.85	\$ 49,786.90	\$ 52,049.94	\$ 54,312.98	\$ 56,155.93	\$ 57,998.87	\$ 59,841.82	\$ 61,684.77	\$ 63,527.72				
Maintenance Worker II	A13	\$ 49,383.36	\$ 51,852.53	\$ 54,321.69	\$ 56,790.86	\$ 59,260.03	\$ 61,270.83	\$ 63,281.62	\$ 65,292.42	\$ 67,303.22	\$ 69,314.01				
Administrative Technician	B21	\$ 53,518.30	\$ 56,194.22	\$ 58,870.13	\$ 61,546.05	\$ 64,221.96	\$ 66,401.26	\$ 68,580.57	\$ 70,759.87	\$ 72,939.17	\$ 75,118.47				
Community Resources Coordinator															
Management Assistant															
Traffic Signal Technician	B22	\$ 57,640.85	\$ 60,522.89	\$ 63,404.94	\$ 66,286.98	\$ 69,169.02	\$ 71,516.17	\$ 73,863.33	\$ 76,210.48	\$ 78,557.63	\$ 80,904.78				
Account Technician															
Building Inspector I															
Code Compliance Officer I	B23	\$ 61,763.41	\$ 64,851.58	\$ 67,939.75	\$ 71,027.92	\$ 74,116.09	\$ 76,631.09	\$ 79,146.09	\$ 81,661.08	\$ 84,176.08	\$ 86,691.08				
Administrative Technician															
Permit Technician															
Building Inspector II	B24	\$ 67,446.36	\$ 70,818.68	\$ 74,191.00	\$ 77,563.32	\$ 80,935.64	\$ 83,681.99	\$ 86,428.35	\$ 89,174.71	\$ 91,921.07	\$ 94,667.43				
Code Compliance Officer II															
Construction Inspector															
Maintenance & Operations Technician	B25	\$ 74,439.45	\$ 78,161.42	\$ 81,883.39	\$ 85,605.36	\$ 89,327.34	\$ 92,358.58	\$ 95,389.83	\$ 98,421.07	\$ 101,452.32	\$ 104,483.56				
Community Resources Specialist															
Deputy City Clerk															
Junior Accountant	B31	\$ 67,446.36	\$ 70,818.68	\$ 74,191.00	\$ 77,563.32	\$ 80,935.64	\$ 83,681.99	\$ 86,428.35	\$ 89,174.71	\$ 91,921.07	\$ 94,667.43				
Maintenance Foreman															
Maintenance & Operations Coordinator															
Management Specialist	B32	\$ 74,439.45	\$ 78,161.42	\$ 81,883.39	\$ 85,605.36	\$ 89,327.34	\$ 92,358.58	\$ 95,389.83	\$ 98,421.07	\$ 101,452.32	\$ 104,483.56				
Parks/L&L Foreman															
Accountant															
Management Specialist															
	B31	\$ 67,446.36	\$ 70,818.68	\$ 74,191.00	\$ 77,563.32	\$ 80,935.64	\$ 83,681.99	\$ 86,428.35	\$ 89,174.71	\$ 91,921.07	\$ 94,667.43				
Animal/Code Officer Supervisor	B32	\$ 74,439.45	\$ 78,161.42	\$ 81,883.39	\$ 85,605.36	\$ 89,327.34	\$ 92,358.58	\$ 95,389.83	\$ 98,421.07	\$ 101,452.32	\$ 104,483.56				
Senior Building Inspector/Plans Examiner															

FULL-TIME EMPLOYEES (ANNUAL)															
WORKING TITLE	DBM	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
	C41	\$76,022.44	\$79,190.29	\$82,358.15	\$85,526.00	\$88,693.86	\$91,857.91	\$95,028.05	\$97,783.86	\$100,539.67	\$103,295.48	\$106,051.29	\$108,807.10	\$111,562.91	\$114,318.72
Assistant Construction Manager	C42	\$ 80,433.29	\$ 83,784.94	\$ 87,136.60	\$ 90,488.25	\$ 93,839.91	\$ 97,187.54	\$ 100,541.61	\$ 103,457.31	\$ 106,373.02	\$ 109,288.72	\$ 112,204.43	\$ 115,120.13	\$ 118,035.84	\$ 120,951.54
Associate Planner															
Community Resources Analyst															
Sr. Emergency Management Coordinator															
Financial Services Analyst															
Human Resources Analyst	C43	\$ 84,844.12	\$ 88,379.57	\$ 91,915.03	\$ 95,450.48	\$ 98,985.94	\$ 102,517.15	\$ 106,055.15	\$ 109,130.75	\$ 112,206.34	\$ 115,281.94	\$ 118,357.54	\$ 121,433.13	\$ 124,508.73	\$ 127,584.33
Management Analyst															
Traffic Operations Analyst	C44	\$ 90,367.61	\$ 94,133.23	\$ 97,898.84	\$ 101,664.46	\$ 105,430.08	\$ 109,191.18	\$ 112,959.51	\$ 116,235.33	\$ 119,511.16	\$ 122,786.98	\$ 126,062.80	\$ 129,338.63	\$ 132,614.45	\$ 135,890.27
Associate Engineer	D61	\$ 102,513.99	\$ 106,785.75	\$ 111,057.51	\$ 115,329.27	\$ 119,601.02	\$ 123,867.66	\$ 128,142.49	\$ 131,858.62	\$ 135,574.75	\$ 139,290.88	\$ 143,007.01	\$ 146,723.14	\$ 150,439.26	\$ 154,155.39
Senior Planner															
Accounting Manager															
Building Official															
Community Resources Manager															
Hub Manager	D63	\$ 113,021.68	\$ 117,731.29	\$ 122,440.90	\$ 127,150.52	\$ 131,860.13	\$ 136,564.09	\$ 141,277.10	\$ 145,374.13	\$ 149,471.17	\$ 153,568.20	\$ 157,665.24	\$ 161,762.27	\$ 165,859.31	\$ 169,956.35
Marketing Manager															
Planning Manager															
Public Safety Manager	E82	\$ 136,138.97	\$ 141,811.88	\$ 147,484.79	\$ 153,157.71	\$ 158,830.62	\$ 164,496.72	\$ 170,173.72	\$ 175,108.75	\$ 180,043.78	\$ 184,978.82	\$ 189,913.85	\$ 194,848.89	\$ 199,783.92	\$ 204,718.95
Facilities Deputy Director															
City Clerk															
Community Resources Director															
Director (Business Unit/Housing Development)															
Design & Development Director	F101*	\$ 185,230.22	\$ 192,948.76	\$ 200,667.31	\$ 208,385.85	\$ 216,104.39	\$ 223,813.68	\$ 231,537.78	\$ 238,252.37	\$ 244,966.96	\$ 251,681.55	\$ 258,396.14	\$ 265,110.73	\$ 271,825.32	\$ 278,539.91
Finance Director/City Treasurer															
Public Works Director/City Engineer															
City Manager															

PART-TIME EMPLOYEES (HOURLY)					
Recreation Leader	A01	\$15.59	\$16.36	\$17.14	\$17.92
Senior Recreation Leader	A02	\$19.74	\$20.73	\$21.72	\$22.70
Software Program Report Writer	B24	\$31.73	\$33.32	\$34.90	\$36.49

Boards and Commission Members		Per Meeting
Community Services Commission		\$75.00
Construction Appeals & Oversight Board		\$0.00
Financial Advisory Commission		\$75.00
Housing Commission		\$50.00
Planning Commission		\$100.00

Elected Official Positions	Monthly
Mayor	\$2,800.00
Council Members	\$2,300.00

RESOLUTION NO. 2023 - 021

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
LA QUINTA, CALIFORNIA, APPROVING AMENDMENT
NO. 1 TO THE MEMORANDUM OF UNDERSTANDING**

WHEREAS, Council adopted Resolution No. 2022-029 on August 2, 2022, approving the current Memorandum of Understanding (“MOU”) between the City of La Quinta (“City”) and the La Quinta Employees’ Association (Association), expiring on June 30, 2027; and

WHEREAS, the current MOU between the City and the Association provides for an annual meet and confer reopener to determine annual World at Work salary schedule adjustments; and

WHEREAS, the City and the Association, the recognized organization, have met and conferred over wages, hours, terms, and conditions of employment pursuant to Government Code 3500, as amended; and

WHEREAS, the City and the Association have negotiated and agreed upon a 2.7% World at Work salary schedule adjustment effective July 1, 2023, and recognition of Christmas Eve as a designated paid holiday observed December 22, 2023.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of La Quinta, California, as follows:

SECTION 1. The City Council hereby ratifies and approves implementation of the economic benefit and right set forth in Amendment No. 1 between the City and Association, attached and incorporated as Exhibit “A”, to the extent the City may legally ratify and approve the economic benefit and right in Amendment No. 1 within the term of the MOU.

PASSED, APPROVED, and ADOPTED at a regular meeting of the La Quinta City Council held on this 20th day of June 2023, by the following vote:

AYES: Councilmembers Fitzpatrick, McGarrey, Peña, Sanchez, and Mayor Evans

NOES: None

ABSENT: None

ABSTAIN: None


LINDA EVANS, Mayor
City of La Quinta, California

ATTEST:


MONIKA RADEVA, City Clerk
City of La Quinta, California



APPROVED AS TO FORM:


WILLIAM H. IHRKE, City Attorney
City of La Quinta, California

AMENDMENT NO. 1
TO MEMORANDUM OF UNDERSTANDING

This AMENDMENT NO. 1 (AMENDMENT) is made by and between the CITY OF LA QUINTA (CITY) and the LA QUINTA CITY EMPLOYEES' ASSOCIATION (ASSOCIATION) as of June 20, 2023.

RECITALS

WHEREAS, City Council adopted Resolution No. 2022-029 on August 2, 2022, approving the current Memorandum of Understanding (MOU) between the CITY and the ASSOCIATION covering the period from August 2, 2022 through June 30, 2027; and

WHEREAS, Section 2.2 of the MOU provides for an annual meet and confer reopener to determine World at Work salary schedule adjustments; and

WHEREAS, in May 2023, the CITY and ASSOCIATION began labor negotiations to meet and confer over wages, hours, terms, and conditions of employment, pursuant to Government Code 3500; and

WHEREAS, the CITY and ASSOCIATION met and considered Fiscal Year 2023/2024 World at Work salary structure adjustments and designated paid holidays for 2023.

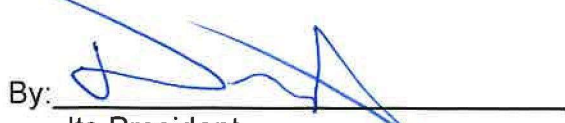
NOW, THEREFORE, it is agreed by and among the parties as follows:

1. The foregoing Recitals are true and correct and incorporated in full as part of this AMENDMENT.
2. The CITY and the ASSOCIATION have negotiated and agreed upon a 2.7% World at Work salary schedule adjustment effective July 1, 2023, attached hereto as "Exhibit 1"; and
3. The reopener referenced in Section 2.2 of the MOU is concluded/closed for purposes of the Fiscal Year 2023/2024 salary schedule adjustments; and
4. The CITY and the ASSOCIATION have negotiated and agreed upon observing Christmas Eve on December 22, 2023, as a designated paid holiday; and
5. Except as modified by this Agreement, the MOU remains in full force and effect according to its terms.

CITY OF LA QUINTA

LA QUINTA CITY EMPLOYEES'
ASSOCIATION

By: 
Its Mayor

By: 
Its President



2023/24
Salary Schedule

MOU AMENDMENT NO. 1
EXHIBIT 1

FULL-TIME EMPLOYEES (ANNUAL)															
WORKING TITLE	DBM	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10				
	A11	\$ 42,248.99	\$ 44,361.44	\$ 46,473.89	\$ 48,586.34	\$ 50,698.79	\$ 52,419.12	\$ 54,139.45	\$ 55,859.78	\$ 57,580.11	\$ 59,300.44				
Administrative Assistant	A12	\$ 46,482.85	\$ 48,806.99	\$ 51,131.14	\$ 53,455.28	\$ 55,779.42	\$ 57,672.13	\$ 59,564.84	\$ 61,457.55	\$ 63,350.26	\$ 65,242.96				
Maintenance & Operations Worker	A13	\$ 50,716.71	\$ 53,252.55	\$ 55,788.38	\$ 58,324.22	\$ 60,860.05	\$ 62,925.14	\$ 64,990.23	\$ 67,055.32	\$ 69,120.41	\$ 71,185.49				
Sr. Maintenance & Operations Worker	B21	\$ 54,963.29	\$ 57,711.46	\$ 60,459.62	\$ 63,207.79	\$ 65,955.95	\$ 68,194.10	\$ 70,432.24	\$ 72,670.38	\$ 74,908.53	\$ 77,146.67				
Administrative Technician	B22	\$ 59,197.15	\$ 62,157.01	\$ 65,116.87	\$ 68,076.73	\$ 71,036.58	\$ 73,447.11	\$ 75,857.63	\$ 78,268.16	\$ 80,678.68	\$ 83,089.21				
Administrative Technician															
Code Compliance Officer															
Finance Technician															
Human Resources Technician															
Permit Technician															
Traffic Signal Technician															
Building Inspector															
Community Services Specialist															
Construction Inspector	B23	\$ 63,431.02	\$ 66,602.57	\$ 69,774.12	\$ 72,945.68	\$ 76,117.23	\$ 78,700.13	\$ 81,283.03	\$ 83,865.94	\$ 86,448.84	\$ 89,031.74				
Maintenance & Operations Technician															
Sr. Code Compliance Officer															
Sr. Finance Technician															
Sr. Permit Technician															
Deputy City Clerk															
Jr. Accountant															
Maintenance & Operations Coordinator	B24	\$ 69,267.41	\$ 72,730.78	\$ 76,194.15	\$ 79,657.52	\$ 83,120.89	\$ 85,941.40	\$ 88,761.92	\$ 91,582.43	\$ 94,402.94	\$ 97,223.45				
Maintenance & Operations Crew Leader															
Marketing & Communications Specialist															
Sr. Building Inspector															
Sr. Community Services Specialist															
Accountant															
Executive Specialist	B25	\$ 76,449.32	\$ 80,271.78	\$ 84,094.25	\$ 87,916.71	\$ 91,739.18	\$ 94,852.27	\$ 97,965.36	\$ 101,078.45	\$ 104,191.54	\$ 107,304.63				
Plans Examiner															
Management Specialist															
	B31	\$ 69,267.41	\$ 72,730.78	\$ 76,194.15	\$ 79,657.52	\$ 83,120.89	\$ 85,941.40	\$ 88,761.92	\$ 91,582.43	\$ 94,402.94	\$ 97,223.45				
	B32	\$ 76,449.32	\$ 80,271.78	\$ 84,094.25	\$ 87,916.71	\$ 91,739.18	\$ 94,852.27	\$ 97,965.36	\$ 101,078.45	\$ 104,191.54	\$ 107,304.63				
FULL-TIME EMPLOYEES (ANNUAL)															
WORKING TITLE	DBM	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
	C41	\$78,075.05	\$81,328.43	\$84,581.82	\$87,835.21	\$91,088.59	\$94,338.08	\$97,593.81	\$100,424.03	\$103,254.24	\$106,084.46	\$108,914.68	\$111,744.90	\$114,575.12	\$117,405.33
Assistant Construction Manager															
Associate Planner															
Animal Control/Code Compliance Supervisor															
Deputy Building Official															
Associate Planner	C42	\$ 82,604.99	\$ 86,047.14	\$ 89,489.29	\$ 92,931.44	\$ 96,373.59	\$ 99,811.61	\$ 103,256.24	\$ 106,250.66	\$ 109,245.09	\$ 112,239.52	\$ 115,233.95	\$ 118,228.38	\$ 121,222.81	\$ 124,217.24
Maintenance & Operations Superintendent															
Management Analyst															
Sr. Accountant															
	C43	\$ 87,134.91	\$ 90,765.82	\$ 94,396.73	\$ 98,027.65	\$ 101,658.56	\$ 105,285.11	\$ 108,918.64	\$ 112,077.28	\$ 115,235.92	\$ 118,394.55	\$ 121,553.19	\$ 124,711.83	\$ 127,870.47	\$ 131,029.11
Associate Engineer															
Principal Management Analyst	C44	\$ 92,807.54	\$ 96,674.83	\$ 100,542.12	\$ 104,409.41	\$ 108,276.70	\$ 112,139.35	\$ 116,009.42	\$ 119,373.69	\$ 122,737.96	\$ 126,102.23	\$ 129,466.50	\$ 132,830.77	\$ 136,195.04	\$ 139,559.31
Senior Planner															
Building Official															
Finance Manager															
Hub Manager	D61	\$ 105,281.87	\$ 109,668.96	\$ 114,056.06	\$ 118,443.15	\$ 122,830.25	\$ 127,212.08	\$ 131,602.33	\$ 135,418.80	\$ 139,235.26	\$ 143,051.73	\$ 146,868.19	\$ 150,684.66	\$ 154,501.12	\$ 158,317.59
Human Resources Manager															
Marketing Manager															
Planning Manager															
Community Services Deputy Director															
Maintenance & Operations Deputy Director	D63	\$ 116,073.27	\$ 120,910.04	\$ 125,746.81	\$ 130,583.58	\$ 135,420.36	\$ 140,251.33	\$ 145,091.58	\$ 149,299.24	\$ 153,506.89	\$ 157,714.55	\$ 161,922.21	\$ 166,129.86	\$ 170,337.52	\$ 174,545.17
Public Safety Deputy Director															
City Clerk															
Design & Development Director															
Director (Business Unit/Housing Development)	E82	\$ 139,814.72	\$ 145,640.80	\$ 151,466.88	\$ 157,292.96	\$ 163,119.04	\$ 168,938.13	\$ 174,768.40	\$ 179,836.68	\$ 184,904.96	\$ 189,973.24	\$ 195,041.52	\$ 200,109.80	\$ 205,178.08	\$ 210,246.36
Finance Director/City Treasurer															
Public Works Director/City Engineer															
City Manager	F101*	\$ 190,231.44	\$ 198,158.38	\$ 206,085.32	\$ 214,012.27	\$ 221,939.21	\$ 229,856.64	\$ 237,789.29	\$ 244,685.18	\$ 251,581.06	\$ 258,476.95	\$ 265,372.83	\$ 272,268.72	\$ 279,164.60	\$ 286,060.48
PART-TIME EMPLOYEES (HOURLY)															
Recreation Leader	A11	\$20.31	\$21.33	\$22.34	\$23.36	\$24.37	\$25.20	\$26.03	\$26.86	\$27.68	\$28.51	Elected Official Positions			
Senior Recreation Leader	A12	\$22.35	\$23.46	\$24.58	\$25.70	\$26.82	\$27.73	\$28.64	\$29.55	\$30.46	\$31.37	Mayor			
Data Reporting Specialist	B24	\$33.30	\$34.97	\$36.63	\$38.30	\$39.96	\$41.32	\$42.67	\$44.03	\$45.39	\$46.74	Council Members			
												\$2,800.00			
												\$2,300.00			

RESOLUTION NO. 2024 – 025

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
LA QUINTA, CALIFORNIA, APPROVING AMENDMENT
NO. 2 TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LA QUINTA AND THE LA
QUINTA EMPLOYEES' ASSOCIATION**

WHEREAS, Council adopted Resolution No. 2022-029 on August 2, 2022, approving the current five-year Memorandum of Understanding (“MOU”) between the City of La Quinta (“City”) and the La Quinta Employees’ Association (Association), expiring on June 30, 2027; and

WHEREAS, Council adopted Resolution No. 2023-021 on June 20, 2023, approving Amendment No. 1 to the MOU, providing a 2.7% World at Work salary plan/schedule adjustment effective July 1, 2023, and recognition of Christmas Eve as a designated paid holiday observed December 22, 2023; and

WHEREAS, the current MOU between the City and the Association provides for an annual meet and confer reopener to determine annual World at Work salary plan/schedule adjustments; and

WHEREAS, the City and the Association, the recognized organization representing its members, have met and conferred over wages, hours, terms, and conditions of employment pursuant to Government Code 3500, as amended; and

WHEREAS, the City and the Association have negotiated and mutually agreed upon a 2.8% World at Work salary plan/schedule adjustment and updates to the Fiscal Year 2024/2025 salary plan/schedule and Vacation Leave Transfer Policy effective July 1, 2024.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of La Quinta, California, as follows:

SECTION 1. The City Council hereby ratifies and approves the implementation of the economic benefit and right set forth in Amendment No. 2 between the City and Association, attached and incorporated herewith as Exhibit “A,” to the extent the City may legally ratify and approve the economic benefit and right in Amendment No. 2 within the terms of the MOU.


PASSED, APPROVED, and ADOPTED at a regular meeting of the La Quinta City Council held on this 18th day of June 2024 by the following vote:

AYES: Councilmembers Fitzpatrick, McGarrey, Peña, Sanchez, and Mayor Evans


NOES: None

ABSENT: None

ABSTAIN: None



LINDA EVANS, Mayor
City of La Quinta, California

ATTEST:


MONIKA RADEVA, City Clerk
City of La Quinta, California



APPROVED AS TO FORM:


WILLIAM H. IHRKE, City Attorney
City of La Quinta, California

AMENDMENT NO. 2
TO MEMORANDUM OF UNDERSTANDING

This AMENDMENT NO. 2 (AMENDMENT) is made by and between the CITY OF LA QUINTA (CITY) and the LA QUINTA CITY EMPLOYEES' ASSOCIATION (ASSOCIATION) as of June 18, 2024.

RECITALS

WHEREAS, City Council adopted Resolution No. 2022-029 on August 2, 2022, approving the current five-year Memorandum of Understanding (MOU) between the CITY and the ASSOCIATION covering the period from August 2, 2022, through June 30, 2027, and

WHEREAS, City Council adopted Resolution No. 2023-021 on June 20, 2023, approving Amendment No. 1 to the MOU providing a 2.7% World at Work salary plan/schedule adjustment effective July 1, 2023, and recognition of Christmas Eve as a designated paid holiday observed December 22, 2023; and

WHEREAS, Section 2.2 of the MOU provides for an annual meet and confer reopener to determine World at Work salary plan/schedule adjustments; and

WHEREAS, in May 2024, the CITY and ASSOCIATION began labor negotiations to meet and confer over wages, hours, terms, and conditions of employment, pursuant to Government Code 3500; and

WHEREAS, the CITY and ASSOCIATION met and considered fiscal year (FY) 2024/2025 salary plan/schedule and World at Work salary structure adjustments and Vacation Leave Transfer Policy revisions.

NOW, THEREFORE, it is agreed by and among the parties as follows:

1. The foregoing Recitals are true and correct and incorporated in full as part of this AMENDMENT.
2. The CITY and the ASSOCIATION have negotiated and agreed upon a 2.8% World at Work salary plan/schedule adjustment effective July 1, 2024, attached hereto as "Exhibit 1.
3. The reopener referenced in Section 2.2 of the MOU is concluded/closed for purposes of the FY 2024/2025 salary plan/schedule adjustments.
4. The CITY and the ASSOCIATION have negotiated and agreed upon FY 2024/2025 salary plan/schedule revisions, updating the salary plan/schedule to reflect eight (8) steps for Decision Band Methods (DBMs) A through B and ten (10) steps for DBMs C through F.
5. The CITY and the ASSOCIATION have negotiated and mutually agreed

upon the revisions below to Personnel Policy Section 8.2.5:

Section 8.2.5. Leave Transfer Policy

The conditions for participation in the Leave Transfer Policy (LTP) are as follows:

- a. If a Regular Full-time City Employee has been granted leave under the Federal Family and Medical Leave Act (FMLA), which is for a period of up to twelve (12) weeks, due to injury or illness of themselves or an immediate family member, and the Employee has exhausted all earned leave: sick, vacation, administrative, and compensatory time off, the Employee can request approval to take part in the LTP, wherein fellow Employees can donate sick leave, vacation leave, or compensatory time to enable Employees in these situations to continue to receive their regular pay. An Employee is eligible to participate in the LTP when they have been employed at least 12 months, completed their Probationary Period, and worked for at least 1,250 hours during the 12-month period immediately preceding the request for LTP.
- b. To participate in the LTP, a request must be submitted specifically on the LTP Request Form to the Department Director and then to the Employee Relations Officer for approval of donated sick leave, vacation leave, or compensatory time from fellow Employees. Any appeal or a denial of a request to participate in the LTP will be resolved by the City Manager. The decision of the City Manager shall be final, not grievable and not subject to further appeal.
- c. The Employee Relations Officer shall manage all aspects of the LTP.
- d. If a request for donated sick leave, vacation leave, or compensatory time is approved by the Employee Relations Officer, a notice will be posted informing City Employees of the particular Employee in need of donation assistance through the LTP.
- e. Any Employee wishing to contribute sick leave, vacation leave, or compensatory time must sign an authorization form specifying the Employee to which the donation will be made and acknowledging that the donation is irrevocable.
- f. The application rate of an Employee's sick leave, vacation leave, or compensatory time donation will be on an hour-for-hour basis with no adjustment for dollar value.
- g. All donations will be voluntary and confidential.
- h. Except for the notice and memorandum notifying Employees of a specific Employee's leave transfer need, no City Employee may solicit

donations from any other Employee (general discussion of voluntary donation versus solicitation at Employee Association meetings is exempted).

- i. No Supervisor shall make workplace decisions based on any Employee's participation or non-participation in the LTP.
- j. Finance will set up a trust account for all approved Employee sick leave, vacation leave, or compensatory time donation requests in the requesting Employee's name, into which each donating Employee's sick leave, vacation leave, or compensatory time will be noted and used as needed.
- k. Employees on LTP shall be paid at regularly scheduled City pay periods from the trust account Finance establishes. The amount of payment shall be the total monetary amount of sick leave, vacation leave, or compensatory time donated up to a maximum of 100% of the Employee's regular pay, less:
 - 1. Any disability benefit offered through the City, Worker's Compensation Benefit, or other short or long-term disability payments the Employee is receiving during the pay period; and
 - 2. Regular taxes.
- l. Group health insurance coverage and other negotiated benefits shall be provided to all Employees while on the LTP, as long as the Employee's total FMLA and LTP time does not exceed twelve (12) working weeks or as set forth in the family and medical care leave or pregnancy leave policies. If the Employee is not on paid status by virtue of continuing to utilize at least half (50%) of the hours needed per pay period to receive a full paycheck through the use of their accrued sick leave, vacation, compensatory time-off, administrative leave allowances, or leave donated under this Section, the Employee will be required to personally fund this benefit if the Employee wishes to retain it. If the Employee uses less than 50% of the hours needed per pay period to receive a full paycheck through the use of their accruals, the Employee will be required to personally fund their medical premium payments if the Employee wishes to retain group health insurance coverage.
- m. Attendance and Payroll records of Employees on LTP shall denote a "DL," standing for Donated Leave, for time paid to Employees while on this program.
- n. No sick leave, vacation leave, holiday credits, administrative leave, compensatory time, deferred compensation, CalPERS (PERS), or any other applicable benefits shall accrue to the receiving Employee for any hours provided by donating through the LTP.

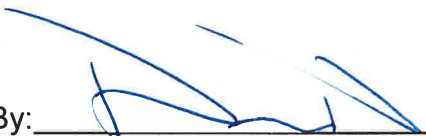
- o. Sick leave, vacation leave, or compensatory time donations shall in no way affect or modify the receiving Employee's employment status with the City, nor shall it affect or modify the application of applicable City policies, rules, and ordinances.
- p. Employees on LTP who remain on an authorized unpaid leave of absence after FMLA is exhausted may continue to receive assigned donated vacation leave and compensatory time from other regular city Employees until the Employee returns to work, is terminated, or meets the maximum hours under subsection t, below.
- q. Availability of sick leave, vacation leave, or compensatory time shall in no way delay or prevent the City from taking action to medically separate or disability-retire an Employee.
- r. Donated but unused sick, vacation, and compensatory time shall "expire" once the requesting Employee returns to work on a full-time basis.
- s. The recipient Employee must be unable to work in any capacity as a result of a serious injury or illness to the Employee or their immediate family member in order to be eligible to receive donations under the LTP.
- t. The total amount of hours donated to any individual shall not exceed two hundred forty (240) hours in any calendar year.
- u. Only the recipient Employee for whom the LTP has been established may receive donated hours from the said plan. Such donated hours will be added to the Employee's sick leave balance as needed.
- v. The plan will be administered so that hours will be used only as needed and in the order donated.

Except as modified by this Agreement, the MOU remains in full force and effect according to its terms.

CITY OF LA QUINTA

By: 
Its Mayor

LA QUINTA CITY EMPLOYEES'
ASSOCIATION

By: 
Its President



2024/2025
Salary Schedule

EXHIBIT 1

Resolution No. 2024 - 025
Adopted June 18, 2024

FULL-TIME EMPLOYEES (ANNUAL)											
WORKING TITLE	DBM	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
Administrative Assistant	A11	\$ 43,431.96	\$ 45,944.81	\$ 48,457.66	\$ 50,970.51	\$ 53,483.36	\$ 55,996.21	\$ 58,509.06	\$ 61,021.91		
Maintenance & Operations Worker	A12	\$ 47,784.37	\$ 50,549.04	\$ 53,313.70	\$ 56,078.37	\$ 58,843.04	\$ 61,607.70	\$ 64,372.37	\$ 67,137.04		
Sr. Maintenance & Operations Worker	A13	\$ 52,136.78	\$ 55,153.26	\$ 58,169.75	\$ 61,186.23	\$ 64,202.72	\$ 67,219.20	\$ 70,235.69	\$ 73,252.17		
Administrative Technician	B21	\$ 56,502.26	\$ 59,771.32	\$ 63,040.38	\$ 66,309.44	\$ 69,578.50	\$ 72,847.56	\$ 76,116.62	\$ 79,385.68		
Administrative Technician Code Compliance Officer Finance Technician Human Resources Technician Permit Technician Traffic Signal Technician	B22	\$ 60,854.67	\$ 64,375.55	\$ 67,896.42	\$ 71,417.30	\$ 74,938.18	\$ 78,459.06	\$ 81,979.93	\$ 85,500.81		
Building Inspector Community Services Specialist Construction Inspector Maintenance & Operations Technician Sr. Code Compliance Officer Sr. Finance Technician Sr. Permit Technician	B23	\$ 65,207.09	\$ 68,979.78	\$ 72,752.48	\$ 76,525.18	\$ 80,297.87	\$ 84,070.57	\$ 87,843.26	\$ 91,615.96		
Data Reporting Specialist Jr. Accountant Maintenance & Operations Coordinator Maintenance & Operations Crew Leader Marketing & Communications Specialist Sr. Building Inspector Sr. Community Services Specialist	B24	\$ 71,206.90	\$ 75,326.72	\$ 79,446.55	\$ 83,566.38	\$ 87,686.21	\$ 91,806.03	\$ 95,925.86	\$ 100,045.69		
Accountant Assistant Planner Deputy City Clerk Executive Specialist Plans Examiner Management Specialist	B25	\$ 78,589.90	\$ 83,136.89	\$ 87,683.87	\$ 92,230.86	\$ 96,777.85	\$ 101,324.84	\$ 105,871.82	\$ 110,418.81		
	B31	\$ 71,206.90	\$ 75,326.72	\$ 79,446.55	\$ 83,566.38	\$ 87,686.21	\$ 91,806.03	\$ 95,925.86	\$ 100,045.69		
	B32	\$ 78,589.90	\$ 83,136.89	\$ 87,683.87	\$ 92,230.86	\$ 96,777.85	\$ 101,324.84	\$ 105,871.82	\$ 110,418.81		
FULL-TIME EMPLOYEES (ANNUAL)											
WORKING TITLE	DBM	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Associate Planner Animal Control/Code Compliance Supervisor Deputy Building Official Management Analyst Sr. Accountant	C42	\$ 84,917.93	\$ 89,682.77	\$ 94,447.61	\$ 99,212.45	\$ 103,977.29	\$ 108,742.13	\$ 113,506.97	\$ 118,271.81	\$ 123,036.64	\$ 127,801.48
Assistant Construction Manager Maintenance & Operations Superintendent Senior Management Analyst	C43	\$ 89,574.69	\$ 94,600.82	\$ 99,626.96	\$ 104,653.09	\$ 109,679.23	\$ 114,705.36	\$ 119,731.50	\$ 124,757.63	\$ 129,783.77	\$ 134,809.90
Associate Engineer Principal Management Analyst Senior Planner	C44	\$ 95,406.15	\$ 100,759.50	\$ 106,112.84	\$ 111,466.19	\$ 116,819.53	\$ 122,172.88	\$ 127,526.22	\$ 132,879.57	\$ 138,232.91	\$ 143,586.26
Building Official Finance Manager Hub Manager Marketing Manager Planning Manager	D61	\$ 108,229.76	\$ 114,302.65	\$ 120,375.55	\$ 126,448.44	\$ 132,521.33	\$ 138,594.22	\$ 144,667.12	\$ 150,740.01	\$ 156,812.90	\$ 162,885.79
Community Services Deputy Director Human Resources Deputy Director Maintenance & Operations Deputy Director Public Safety Deputy Director	D63	\$ 119,323.32	\$ 126,018.69	\$ 132,714.05	\$ 139,409.41	\$ 146,104.78	\$ 152,800.14	\$ 159,495.51	\$ 166,190.87	\$ 172,886.23	\$ 179,581.60
City Clerk Design & Development Director Director (Business Unit/Housing Development) Finance Director/City Treasurer Public Works Director/City Engineer	E82	\$ 143,729.53	\$ 151,794.36	\$ 159,859.18	\$ 167,924.00	\$ 175,988.83	\$ 184,053.65	\$ 192,118.47	\$ 200,183.30	\$ 208,248.12	\$ 216,312.95
City Manager	F101*	\$ 195,557.92	\$ 206,530.89	\$ 217,503.86	\$ 228,476.84	\$ 239,449.81	\$ 250,422.78	\$ 261,395.75	\$ 272,368.73	\$ 283,341.70	\$ 294,314.67
PART-TIME EMPLOYEES (HOURLY)											
Recreation Leader	A11	\$ 20.88	\$ 22.09	\$ 23.30	\$ 24.51	\$ 25.71	\$ 26.92	\$ 28.13	\$ 29.34		
Senior Recreation Leader	A12	\$ 22.97	\$ 24.30	\$ 25.63	\$ 26.96	\$ 28.29	\$ 29.62	\$ 30.95	\$ 32.28		
Elected Official Positions (per La Quinta Municipal Code Section 2.04.050)		Monthly									
Mayor		\$ 2,800.00									
Council Members		\$ 2,300.00									