

**EXECUTIVES**

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE CITY OF GLENDALE PROVIDING FOR THE ESTABLISHMENT OF CLASSIFICATION TITLES AND COMPENSATION FOR EXECUTIVE LEVEL EMPLOYEES OF THE CITY OF GLENDALE**

**WHEREAS**, the City of Glendale (hereinafter referred to as "City") has established a system of classification for all positions within the City service with descriptive occupational titles used to identify and distinguish positions from one another based on job duties, essential functions, knowledge, skills, abilities and minimum requirements; and

**WHEREAS**, it is in the City's best interest to periodically add and delete classification titles to ensure that the City's classification plan and organizational structure is contemporary and best meets the needs of its operating departments; and

**WHEREAS**, the City has established a system of compensation for the classification titles listed herein, based on collective bargaining agreements, resolutions and agreements as approved and adopted by the City Council.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GLENDALE:**

**Section 1.** The classification titles hereinafter designated in this Resolution, except insofar as they are specifically provided for in The Charter of the City of Glendale, are hereby created.

**Section 2.** As to the persons in the various classification

titles herein mentioned subsequent to the effective date of this Resolution, the increases or decreases in rates of compensation set forth herein shall be effective on the date as set forth in Section 9 of this Resolution.

**Section 3.** The following schedule of compensation rates, attached hereto and incorporated herein as Exhibit "A" and labeled "Salary Range Amounts", shows standard salary range numbers, the salary steps designated by number, and unless otherwise specified, the full-time monthly rates in dollars, for all classification titles.

**Section 4.** The salary range number assigned to each classification are set forth alphabetically as follows:

Salary Range	Job Description
1100	* ASST CITY MANAGER
1101	* CHIEF INFORMATION OFFICER
1121	* CHIEF INNOVATION OFFICER
1102	* CITY ATTORNEY
1104	* CITY CLERK
1105	* CITY MANAGER
1106	* CITY TREASURER
1107	* DEPUTY CITY MANAGER
1108	* DIR OF COMM & CMTY RELATIONS
1109	* DIR OF COMMUNITY DEVELOPMENT
1110	* DIR OF COMMUNITY SVCS & PARKS
1112	* DIR OF FINANCE
<del>1122</del>	<del>* DIR OF FINANCE &amp; INFORMATION TECHNOLOGY</del>
1113	* CHIEF HUMAN RESOURCES OFFICER
1114	* DIR OF LIBRARY ARTS & CULTURE
1115	* DIR OF PUBLIC WORKS

1200	* FIRE CHIEF
1119	* GENERAL MANAGER GWP
1300	* POLICE CHIEF

\* *Exempt from Fair Labor Standards Act*

**Section 5 (a).** The base salaries stated herein include the employees' portion of the contributions made to the PERS retirement system and a portion of the employer's portion of the contributions made to the PERS retirement system. These contributions are up to eight percent (8%) of the base salaries for non-Safety employees and nine percent (9%) of the base salaries for Fire and Police Safety employees. Additionally, employees pay a portion of the employer's contributions made to the PERS retirement system in the amount of one and three quarters percent (1.75%). The City does not reimburse employees for their PERS contributions, therefore their effective salaries are reduced by this amount from the amounts stated in this Resolution.

**Section 5 (b).** Effective the first day of the pay period that includes July 1, 2025, the portion of the employer PERS contribution paid by Executive PEPRA employees shall decrease by one-quarter percent (0.25%).

**Section 5 (c).** Effective the first day of the pay period that includes July 1, 2026, the portion of the employer PERS contribution paid by Executive PEPRA employees shall decrease by one-quarter percent (0.25%).

**Section 6.** Except as otherwise restricted by Charter, and except as to the City Manager and City Attorney, the City Manager may set Executive Salaries in Section 4 anywhere within the range between and including Step 1 and Step 8. The City Manager and City Attorney's salaries shall be set in accordance with their respective Employment Agreement.

**Section 7.** The provisions of this Resolution so far as they are substantially the same as the provisions of previous classification/compensation resolutions and/or ordinances, and any amendment thereto, must be construed as continuations thereof and not as original enactments.

**Section 8.** It is hereby declared to be the intention of the Council that the sections, paragraphs, lines, sentences, clauses and phrases of this Resolution are severable, and if any phrase, clause, sentence, line, paragraph or section of this Resolution shall be declared unconstitutional by the valid judgment or decree of a court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, lines, paragraphs and sections of this Resolution.

**SECTION 9. EFFECTIVE DATE.** This Resolution shall take effect and be in full force as of the pay period beginning December 1, 2024.

**(a)** In addition to the compensation rates set forth herein, effective

the commencement of the first pay period that includes July 1, 2025, all appointed and elected Executive-level classifications listed in Section 4, with the exception of City Manager and City Attorney, shall receive a four percent (4.00%) wage increase to the wages previously in effect.

- (b)** In addition to the compensation rates set forth herein, effective the commencement of the first pay period that includes July 1, 2026, all appointed and elected Executive-level classifications listed in Section 4, with the exception of City Manager and City Attorney, shall receive a four percent (4.00%) wage increase to the wages previously in effect.

Adopted this 10<sup>th</sup> day of December 2024.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

STATE OF CALIFORNIA     )  
                                  ) ss:  
COUNTY OF LOS ANGELES    )

I, Suzie Abajian, Ph.D., City Clerk of the City of Glendale, certify that the foregoing Resolution was adopted by the Council of the City of Glendale, California, at a regular meeting held on the 10<sup>th</sup> day of December 2024, and that the same was passed by the

following vote:

Ayes:

Noes:

Absent:

Abstain:

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City Clerk