

**RESOLUTION NO. 2023-15**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUCAIPA, CALIFORNIA, RESCINDING RESOLUTION NO. 2023-11, AND ADOPTING THE REVISED MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEE SALARY, BENEFIT AND CLASSIFICATION PLAN**

**WHEREAS**, it is necessary for the efficient operation of the affairs of the City that the City Council adopt a pay and classification plan.

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

Adopt Resolution No. 2023-15, Rescinding Resolution No. 2023-11, and adopting the Management, Supervisory and Confidential Employee Benefit and Classification Plan effective with the pay period beginning July 1, 2023, by:

- a. Increasing the salary schedule for all effected positions, with the implementation of a Cost-of-Living Adjustment (COLA) effective with the pay period beginning July 1, 2023, by an amount equal to (7.6%), and in the first pay period of July 2024, by an amount of equal to (4.4%); and
- b. Increasing the Medical health allotment benefit from \$1,295 per month to \$1,445 effective with the pay period beginning July 1, 2023, and to \$1,595 effective the first pay period following July 1, 2024, for employees hired prior to May 8, 2023; and
- c. Creating a City funded medical gap insurance spending account up to \$500/month for employees who are on the City sponsored medical plan, effective with the pay period beginning July 1, 2023; and
- d. Creating an additional City funded Vision Insurance plan to replace the current Vision Reimbursement benefit of \$300 per year; and
- e. Facilitating the closure of City facilities between December 26<sup>th</sup> through December 31<sup>st</sup> (Winter Closure), Columbus Day, Fall Closure (Wednesday preceding Thanksgiving Day), and a Floating Holiday (1 day per calendar year); and
- f. Creating one Public Safety Manager position Salary Range 43 (\$113,733-\$142,038); and
- g. Reallocating the position of Senior Executive Assistant/Human Resources Analyst, Salary Range 34 (\$91,069-\$113,733) to Senior Executive Assistant, Salary Range 34 (\$91,069-\$113,733); and
- h. Creating one Systems Analyst position, Salary Range 28 (\$78,529-\$98,072); and

- i. Creating one Human Resources Manager position, Salary Range 43 (\$113,733-\$142,038); and
- j. Creating one Deputy Director of Finance, Salary Range 47 (\$125,540-\$156,783); and
- k. Eliminating the Senior Accountant position, Salary Range 34 (\$91,069-\$113,733); and
- l. Eliminating one Community Services Supervisor position, Salary Range 28 (\$78,529-\$98,072); and
- m. Creating one Human Resources Assistant position (Confidential), Salary Range 21 (\$66,064-\$82,504); and
- n. Creating one Director of Community Development position (vacant and unbudgeted), Salary Range 57 (\$160,703-\$200,696); and
- o. Reallocating the position of Public Works Manager, Salary Range 43 (\$113,733-\$142,038) to Deputy Director of Public Works, Salary Range 47 (\$125,540-\$156,783); and
- p. Reallocating the position of Planning Manager/City Planner, Salary Range 43 (\$113,733-\$142,038) to Deputy Director of Community Development/City Planner, Salary Range 47 (\$125,540-\$156,783); and
- q. Creating one Code Enforcement Supervisor position (vacant and unbudgeted), Salary Range 38 (\$100,524-\$125,540).

**PASSED, APPROVED and ADOPTED** this 12th day of June, 2023.

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Justin Beaver, Mayor

ATTEST:

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Ana V. Sauseda, CMC  
Director of General Services/City Clerk

**CITY OF YUCAIPA  
MANAGEMENT, SUPERVISORY AND CONFIDENTIAL  
SALARY SCHEDULE  
(Effective beginning July 1, 2023)**

No	Position	Range	Salary Range
1	Accountant (Confidential)	26	74,745-93,346
1	*Accounting Manager	43	113,733-142,038
<del>4</del>	<del>*Senior Accountant</del>	34	<del>91,069-113,733</del>
1	*Assistant Engineer	33	88,848-110,959
2	*Associate Engineer	41	108,253-135,193
1	*Assistant City Manager <sup>1</sup>		Per Contract
1	*City Manager		Per Contract
<b>1</b>	<b>Code Enforcement Supervisor**</b>	<b>38</b>	<b>100,524-125,540</b>
<del>43</del>	Community Services Supervisor	28	78,529-98,072
1	Deputy City Clerk/ Deputy Rent Administrator/Records Technician (Confidential)	39	103,037-128,679
1	*Director of Community Services <sup>1</sup>	57	160,703-200,696
1	*Director of Development Services/City Engineer <sup>1</sup>	62	181,820-227,069
1	*Director of Finance <sup>1</sup>	57	160,703-200,696
1	*Director of General Services/City Clerk <sup>1</sup>	57	160,703-200,696
1	* Director of Governmental Affairs/Public Information Officer <sup>1</sup>	57	160,703-200,696
<b>1</b>	<b>*Director of Community Development<sup>1**</sup></b>	<b>57</b>	<b>160,703-200,696</b>
<b>1</b>	<b>Public Safety Manager</b>	<b>43</b>	<b>113,733-142,038</b>
<i>1</i>	<i>Senior Executive Assistant/Human Resources Analyst</i>	<i>34</i>	<i>91,069-113,733</i>
1	Housing & Economic Development Analyst	28	78,529-98,072
<b>1</b>	<b>Human Resources Assistant (Confidential)</b>	<b>21</b>	<b>66,064-82,504</b>
<b>1</b>	<b>Human Resources Manager</b>	<b>43</b>	<b>113,733-142,038</b>
1	*Recreation Superintendent	41	108,253-135,193
1	*Information Technology Manager	43	113,733-142,038
1	Network Administrator (Confidential)	26	74,745-93,346
1	* <del>Planning Manager/City Planner</del>	<del>43</del>	<del>113,733-142,038</del>
	* <del>Deputy Director/City Planner</del>	<del>47</del>	<del>125,540-156,783</del>
1	*Deputy Director of Finance	47	125,540-156,783
1	Management Analyst (Confidential)	33	88,848-110,959
1	Public Works Analyst	28	78,529-98,072
1	* <del>Public Works Manager</del>	<del>41</del>	<del>108,253-135,193</del>
	* <del>Deputy Director of Public Works</del>	<del>47</del>	<del>125,540-156,783</del>
1	Construction Engineer	38	100,524-125,540
1	*Assistant City Engineer	52	142,038-177,386
<b>1</b>	<b>Systems Analyst</b>	<b>28</b>	<b>78,529-98,072</b>

- 1 Department Head  
\* At will employee  
\*\* Vacant and unbudgeted

**Attachment to Resolution No. 2023-15  
June 12, 2023**