

CITY COUNCIL RESOLUTION NO. 11-83

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE ESTABLISHING A CLASSIFICATION AND COMPENSATION POLICY FOR MANAGEMENT AND NON-REPRESENTED EMPLOYEES (EXEMPT) OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 09-66 EFFECTIVE THE PAY PERIOD THAT INCLUDES AUGUST 11, 2011

WHEREAS, revisions have been made to the Classification and Compensation Policy; and

NOW, THEREFORE, the City Council of the City of Irvine DOES HEREBY RESOLVE as follows:

SECTION 1. ANNUAL COMPENSATION FOR MANAGEMENT AND NON-REPRESENTED EMPLOYEES

The pay grades for Management and Non-Represented Employees of the City of Irvine shall be set forth as shown in the applicable salary resolution adopted by the City Council.

SECTION 2. OTHER COMPENSATION COMPONENTS

Eligible exempt Management and Non-Represented employees shall receive additional compensation benefits as follows:

1. Pension:

A. The provisions of this Section 2.1 shall apply to all employees, as of June 30, 2003, who elected to decline the CalPERS benefits.

1. The City shall invest an amount equal to fifteen percent (15%) of each employee's base salary in the City of Irvine Defined Contribution Pension Plan (DCPP) for employees who are actively employed in the unit on or after this resolution is approved by the City Council. Employees shall become fifty percent (50%) vested in such plan upon completion of the initial six months of employment. Thereafter, such vested interest shall increase at the rate of 5% for every Plan Year in which the employee completes 1000 hours of service. Once the employee has completed five (5) years of service, he/she shall become 100% vested in the retirement plan. Effective August 11, 2011, the amount the City invests shall be reduced to 12.448%.
2. Effective July 1, 2003, assuming the outcome of the CalPERS election process is a majority vote in favor of the CalPERS retirement plan, the City will deduct an amount equal to four percent (4%) of each employee's base salary to invest in the City of Irvine DCPP. It is understood that this payroll

deduction shall be mandatory for all employees who elect to remain in the City of Irvine DCP. Effective August 11, 2011, the amount deducted from employee base salary shall be increased to 6.552%.

3. All employees who elected to remain in the City of Irvine DCP shall not be entitled to any CalPERS benefits, past, present or future, as provided under Section 2.1.B of this Resolution. If employees elected to remain in the City of Irvine DCP, such participation shall continue until the employee terminates their employment from the City for any reason.
 4. The City will utilize retirement plan forfeitures to offset the cost of City of Irvine DCP account management and administrative fees.
- B. The provisions of this section B.1 shall apply to employees, as of June 30, 2003, who elected to waive their rights to the City of Irvine Defined Contribution Pension Plan (DCPP) and who elected to transfer to the CalPERS program.
1. The City's contract with CalPERS shall include the following options:
 - a. 2.7% @ 55 Full Formula for Local Miscellaneous Members (Cal. Govt. Code Section 21354.5)
 - b. One Year Final Compensation (Cal. Govt. Code Section 20042)
 - c. Military Service Credit as Public Service (Govt. Code Section 21024), in which the employee pays the entire cost
 - d. Improved Non-Industrial Disability Allowance (Cal. Govt. Code Section 21427)
 - e. 4th Level 1959 Survivor Benefits (Govt. Code Section 21574)
 - f. Limit Prior Service to Members Employed on Contract Date (Govt. Code Section 20938)
 2. All eligible employees hired on or after the effective date of the CalPERS contract shall become members of the CalPERS Retirement Program.
 3. All active eligible employees shall be members of CalPERS, unless they elected to decline the CalPERS benefits through the irrevocable election process. All employees covered by CalPERS shall no longer be entitled to any benefits past, present or future, provided under the City of Irvine DCP referenced in Section 2.1.A above.
 4. Once a member of the CalPERS plan, such participation shall continue until the employee terminates employment with the City for any reason.

5. The CalPERS vesting schedule shall apply (Cal. Govt. Code Section 21060).

6. Employer-Paid Member Contributions

a. Effective August 11, 2011, the full eight percent (8%) cost of the CalPERS member contributions will be paid by the employee.

b. The City will implement the 2% @ 55 retirement program with the average of the three highest paid consecutive years for newly hired employees upon the conclusion of negotiations with all affected employee organizations and contract approval from CalPERS. Employees hired after implementation of the 2% @ 55 plan will pay the full 7% Member Contribution for the entire term of their employment.

C. The sworn employees listed in Attachment I shall become a member of the CalPERS retirement plan for local safety employees, pursuant to the contract between the City and CalPERS.

1. Once a member of the CalPERS plan, such participation shall continue until the employee terminates employment with the City for any reason.

2. The CalPERS vesting schedule shall apply (Cal. Govt. Code Section 21060).

3. The 9% cost of the CalPERS member contribution will be paid by the City on behalf of the employee. The employer-paid portion of the member contribution shall be considered deferred income for federal and state income tax purposes. Should any state or federal agency alter the current income tax treatment of such payments, the consequences of such action shall be the sole responsibility of the affected employees, and shall in no way alter any obligation of the City toward such employees.

2. Retiree Health Plan

A. The City shall contribute an amount equal to two percent (2%) of each employee's base salary in a Retiree Health Savings (RHS) account, which shall be administered by the employees covered by this Resolution.

B. An employee who has retired from the City and has either attained the age of sixty (60) years or is fifty (50) years old and has completed five (5) years of service with the City shall be entitled to purchase the medical insurance plan in effect at the time of retirement at premium group rates for the employee and the employee's dependents at the cost of the employee.

C. The City will allow a spouse of an eligible retired unit member to continue to purchase the medical insurance after the death of the retired employee, provided that the spouse was covered under a City insurance plan at the time

of employee's death and provided that there has been no break in coverage since the employee's retirement. This eligibility for continued coverage ceases if such spouse remarries.

- D. Each representation unit has determined the type of retiree health program in which its members shall participate. In order to ensure that the employees can maximize their benefits, the City agrees to allow employees to remain in the designated type of retiree health program throughout their service with the City, whether or not the employee moves to another representation unit(s). In the event an employee moves to another representation unit, the City will contribute an amount up to the contribution established for the new unit's retiree health plan and the employee will not be eligible to participate in any other non-voluntary health plan offered to City employees. If the City's contribution toward a retiree health plan in the new unit is less than what is required for the employee's designated retiree health plan, the difference will be deducted from the employee's pay.

3. Health Insurance Benefits

A. Indemnity Medical Insurance

The City shall provide the option to employees to enroll in a medical indemnity insurance plan.

B. Indemnity Dental Insurance

The City shall provide the option to employees to enroll in one of two dental indemnity insurance plans. The cost of the enhanced plan, if selected by the employee, shall require employee premium contributions for the amount in excess of the premium for the Standard Plan.

C. Health Maintenance Organizations

The City shall provide the option to employees to enroll in a health maintenance organization and/or a dental maintenance organization.

D. Psychological Coverage

The City shall provide psychological coverage for employees and employees' dependents.

E. Vision Care Plan

The City shall provide a vision care plan for employees only.

- F. Effective July 1, 2002, the total cost to the City for medical, dental, psychological and vision insurance shall not exceed \$694.04 per month, per employee, \$754.04 per month, per employee plus one (1) dependent or

\$1,064.31 per month per employee plus family. The medical tier that the employee selects will drive the insurance cap that is applied to the employee's health benefit selections.

- G. Effective January 1, 2009 and annually thereafter employees will have the option of enrolling themselves and/or their dependents into a no-cost medical plan rather than being subject to the cap as set forth in item F., above. Under the no-cost plan, the City will provide any HMO Medical Plan and any HMO Dental Plan offered by the City, as described in item F. above. Under this option, employees may choose to upgrade from the HMO Dental Plan to the PPO Dental Plan, however the employee will be required to pay the difference in premium between the HMO Dental Plan and the PPO Dental Plan.

4. Disability Insurance

The City shall provide a long-term disability insurance plan for employees.

5. Life Insurance

Employees covered by this Resolution shall be provided a life insurance policy in the amount equal to a full year's base salary rounded up to the next \$1,000, or the designated amount shown below, whichever amount is greater.

6. Flexible Spending Account

Employees may use pre-tax dollars to pay for eligible medical and dependent care expenses per Internal Revenue Code Sections 125 and 129.

7. Expense Allowances

A. Vehicle/Vehicle Allowance

Management employees listed in Sections A and B of Attachment I shall be provided a vehicle at City expense or a monthly vehicle allowance. Those classifications listed in Section C of Attachment I shall be provided a monthly vehicle allowance. The City Manager may approve use of a City vehicle or mileage reimbursement for those miles traveled in the employee's vehicle, which exceed the miles covered by the vehicle allowance based on the current mileage rate

Classifications in Section A and B	\$550
Classifications in Section C	\$300

B. Telecommunications Allowance

Effective July 1, 2002, employees listed in Sections A, B and C of Attachment I shall be provided a \$100.00 monthly allowance for cellular service. In addition, a reimbursement of up to \$200 for cellular equipment will be provided upon receipt of invoice initially (following appointment to an affected classification) and once every two years thereafter, if necessary to replace existing equipment. All contracts for cellular service for these employees shall be between the provider and the individual.

8. Vacation

Management and Non-Represented employees shall accrue vacation credits on a monthly basis as follows:

<u>Years of Service</u>	<u>Annual Vacation Credits</u>
1 through 3	120 hours
After 3 through 10	160 hours
After 10 years or more	200 hours

As an incentive for filling critical management and non-represented positions, as part of an offer of employment, the City Manager may grant a vacation balance of one week upon appointment.

Employees may not accrue more than three (3) times their annual accrual rate of vacation. When an employee earns vacation in excess of the maximum accrual, the employee shall be paid for vacation during the pay period earned and at the employee's base rate of pay.

The dates an employee may take her/his vacation shall be determined by the Department Director or the City Manager with due regard for the wishes of the employee and particular regard for the needs of the City. Other policies related to the accrual and use of vacation shall be as provided in the Personnel Rules and Procedures.

9. Vacation Buyback

Employees may elect to have the City buy-back up to eighty (80) hours of accrued vacation at the employee's base rate of pay. Vacation buy-back requests must be made only in whole hour increments. The annual election period shall be designated and announced by Human Resources annually.

10. Personal Sick Leave

Employees shall accrue personal sick leave credits at the rate of eight (8) hours per month.

In order to receive compensation while absent on sick leave, the employee shall notify her/his immediate supervisor or the Personnel Officer prior to or within one (1) hour after the time set for beginning her/his daily duties, or as may be specified by the head of her/his department. When absence is for one workday or more, the employee may be required to file a physician's certificate with the Personnel Officer, stating the cause of absence.

An employee receiving temporary disability payments under the Workers' Compensation laws may use accumulated sick leave in order to continue to maintain her/his regular income. Under such circumstances, the employee shall submit any benefit payments from the Workers' Compensation fund to the Finance Officer.

An employee may be required to provide a doctor's release to return to work following an illness or injury resulting in an inability to perform assigned duties.

11. Personal Sick Leave Conversion

Employees having less than ten (10) years of consecutive full-time service shall be eligible, if they so desire, each quarter (January 1, April 1, July 1, October 1) to convert unused personal sick leave in excess of 168 hours at a ratio of eight (8) hours of vacation for every twenty-four (24) hours of personal sick leave. Employees with at least ten (10) years of full-time consecutive service shall be eligible to convert sick leave in excess of 168 hours at the ratio of eight (8) vacation hours for sixteen (16) sick leave hours. One hundred sixty-eight (168) hours must be accrued prior to converting any excess personal sick leave hours to vacation hours.

Effective the pay period following April 1 of each year, regular full-time employees, whose unused personal sick leave has accumulated to more than 700 hours, must convert those hours in excess of 700 into their respective individual accounts in the Management Retiree Health Savings Plan, subject to a maximum conversion of 120 hours of sick leave per employee per year. The conversion of personal sick leave into the Retiree Health Savings Plan shall occur as follows:

- A. The City will convert unused sick leave into the Retiree Health Savings Plan for regular full-time employees having less than ten (10) years of consecutive full-time service at a ratio of three (3) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.
- B. The City will convert unused personal sick leave into the Retiree Health Savings Plan for regular full-time employees with at least ten (10) years of consecutive full-time service at a ratio of two (2) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.

Upon separation regular full-time employees must convert all remaining sick leave hours into their respective individual accounts in the Retiree Health Savings Plan as follows:

1. The City will convert unused personal sick leave into the Retiree Health Savings Plan for regular full-time employees having less than ten (10) years of consecutive full-time service at a ratio of three (3) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.
2. The City will convert unused personal sick leave into the Retiree Health Savings Plan for regular full-time employees with at least ten (10) years of consecutive full-time service at a ratio of two (2) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.

Employees who separate due to termination for cause or resignation/retirement in lieu of termination for cause shall not be eligible to convert their sick leave into the Retiree Health Savings Plan.

12. Personal Leave

By January 1st of each year, regular and probationary employees shall receive a Personal Leave Benefit of seventy-one (71) hours per year. Such leave shall be available for employees to use from the beginning of the first pay period beginning in the calendar year through the end of the last pay period beginning in the calendar year. Such hours shall not accrue from year to year. Probationary employees who commence employment with the City after January 1 will receive twenty four (24) less Personal Leave hours for every four (4) months the employee is not on paid status with the City.

The Personal Leave benefit may be used by the employee to conduct personal business. The employee shall notify his/her immediate supervisor of the use of a Personal Leave day at least 36 hours in advance unless circumstances beyond the employee's control prevent such notification.

13. Bereavement Leave

Employees shall receive credits not to exceed forty (40) hours for any one instance for absence necessitated by the death of immediate family members. Such credit shall not be accrued from year to year. The immediate family shall be defined as the spouse, children, stepchildren, parents, brothers, sisters, stepsiblings, grandparents, grandchildren, parents-in-law, or other individuals whose relationship to the employee is that of a dependent or near dependent.

14. Parenthood Leave

An employee may be granted a temporary parenthood leave of absence without pay, not to exceed 180 calendar days per year, upon approval from the City Manager. The employee requesting such leave shall present evidence of the

birth or adoption of a child by the employee or spouse to his/her Department Director. The City will comply with all elements of parenthood leave under the Family Medical Leave Act and the California Family Rights Act.

15. Administrative Leave

Effective the first pay period beginning in January of each year, employees in classifications listed in Section A, B, C or D of Attachment I will receive forty (40) hours of Administrative Leave per calendar year. Administrative Leave will be prorated on a monthly basis for management and non-represented employees appointed during the calendar year. Additional Administrative Leave may be approved by the Department Director or City Manager. Administrative Leave must be used by the end of the calendar year. Such hours shall not accrue from year to year or be paid off upon termination.

16. Education/ Reimbursement/Professional Development/Professional Advancement

Employees shall be eligible for reimbursement of approved education or professional development expenses to a maximum of \$1,300 per calendar year.

Up to \$500 of the employee's annual professional development fund may be used towards travel, hotel and meal expenses for City approved conferences, seminars, and/or job-related training. Employees using professional development funds for travel-related purposes shall be subject to all guidelines established by City travel policies and procedures.

Up to \$250 of the employee's annual professional development funds may be used toward supplementing un-reimbursed expenses for his/her annual physical examination, subject to the provisions of Article 24 of the City's Personnel Rules and Procedures.

The sworn employees listed in Attachment I shall be eligible for a twelve percent (12%) Professional Advancement benefit upon attaining a California P.O.S.T. Executive Development Certificate or completion of a FBI National Academy program or completion of a Masters Degree or comparable extended professional management training program.

17. Holidays

The recognized holidays to be observed by the City in each calendar year shall be as follows:

New Year's Day
Martin Luther King Jr. Day
Washington's Birthday
Memorial Day
Independence Day (4th of July)
Labor Day

Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day

Prior to the beginning of the calendar year, Human Resources will designate and announce the dates on which the above referenced holidays shall be observed.

Full-time employees shall receive nine (9) hours pay for each holiday observed on a Monday, Tuesday, Wednesday, or Thursday. Employees shall receive eight (8) hours pay for each holiday observed on a regularly scheduled working Friday. Regular full-time employees working an eight-hour (8), five-day (5) schedule will receive eight (8) hours for each of these holidays.

18. Jury Duty

In order to balance the City of Irvine's interest in maintaining productivity with the interest that employees are able to support our system of justice by serving on juries, paid Jury Duty is limited to a maximum of 80 hours in a calendar year. If an employee, despite reporting the limit to the Court, is required to serve beyond 80 hours he or she can request an exception of the limit on paid Jury Duty Leave by the City Manager. Any additional compensation received from the court will be submitted to the Finance Officer and will be included as a part of the total remuneration.

19. Military Leave

Employees shall be entitled to such benefits as are provided in the California Military and Veterans Code. An employee requesting such military leave shall present a copy of her/his military orders to her/his Department Director or the City Manager prior to the beginning of the leave.

Employees are entitled to a temporary military leave of absence not to exceed 180 calendar days per year. Employees having more than one (1) year continuous service and granted a military leave of absence are entitled to receive the equivalent salary up to the first thirty (30) calendar days of any one (1) military leave, or during any one (1) fiscal year. Weekend drills are excluded from the meaning of ordered military leave.

20. Physical Examination

The City shall reimburse employees in classifications listed in Sections A, B or C of Attachment I up to a maximum of \$350 per calendar year for expenses incurred as a result of an annual physical examination as defined in Article 24 of the City's Personnel Rules and Procedures. The City shall reimburse employees in classifications listed in Section D of Attachment I up to a maximum of \$250 per calendar year for expenses incurred as a result of an annual physical

examination as defined in Article 24 of the City's Personnel Rules and Procedures. An annual physical is optional. Expenses eligible for payment by the City health insurance plan shall not be eligible for reimbursement.

21. Industrial Accident Leave

In the event that it is determined that a full-time employee is absent from work as a result of any injury or disease arising solely out of the employment with the City and in no way related to any prior existing condition, the City shall provide up to six (6) months of Industrial Accident Leave during any two-year period under the following conditions:

- A. In the event the employee qualifies for compensation under State law, the employee shall receive the difference between the Workers' Compensation payments and his/her regular salary;
- B. The employee shall accrue sick leave or vacation leave during the term of the Industrial Accident Leave taken;
- C. The employee's condition is not permanent and stationary as determined by the City's appointed physician.

For sworn CalPERS members, the City shall follow the provisions of Section 4850 of the California Labor Code when that member is disabled by injury or illness arising out of and in the course of his/her duties.

In the event of an on-the-job injury or accident resulting in loss of time beyond that required for immediate medical attention, such employee may be required to be examined by a licensed physician appointed by the City of Irvine.

Any on-the-job injury or accident must be reported to the employee's immediate supervisor within twenty-four (24) hours after said injury or accident. Failure to report said injury or said accident shall be grounds for disciplinary action.

22. Accrual of Leaves

All paid leave hours accrued shall be prorated based on the number of hours worked or paid up to eighty (80) hours in a pay period.

23. Select Benefits Program

The City will provide a cafeteria-style benefit program for Management and Non-Represented employees to include the following general elements:

- A. Enhanced choices among City-offered health benefit plans.

- B. Employees not claiming dependents on their health plan shall receive \$150 per month. The stipend may be used for deferred compensation, unreimbursed medical expenses, purchase of the enhanced dental plan, or taxable cash.

24. Management Incentive Pay

Management employees in the classifications listed in Sections A, B, and C of Attachment I, shall be eligible to receive 3% Management Incentive Pay above the base salary, in recognition for the unique nature of their work.

25. Bilingual Pay Program

Department Directors shall annually designate which positions will be assigned bilingual duties and which languages shall be eligible for bilingual pay. Qualified employees who meet the following criteria shall receive an additional \$50.00 per month, paid at one time during the second pay period of the month.

- A. An employee must be assigned to speak or translate a language in addition to English as part of their position responsibilities. This includes such specialized communication skills as sign language.
- B. To become qualified, employees must be certified as qualified by the Personnel Officer.
- C. For positions requiring extensive contact with the public or contractors, bilingual pay will be rotated among employees who are deemed as qualified by the City. The Department Director will have the discretion to determine the number of employees and the sections/units that qualify to participate in a "rotation pool." Rotations will occur every 12 months, effective the first pay period each November. It is the Department Director's sole discretion to determine the order of rotation among the qualified employees. An employee who has not performed bilingual duties within the rotation for a period of 24 months or longer must be re-certified by the City in order to receive bilingual pay.

An employee in a bilingual assignment may request to have the bilingual assignment and corresponding pay removed.

SECTION 3. PAY PROGRESSION IN A PAY GRADE

The pay for performance provisions including merit pay base salary adjustments, annual incentive bonus payments and six (6) month merit increase are suspended and not in effect during the period of August 11, 2011 through August 10, 2013.

1. Base Pay Progression

Pay progression within a Salary Grade will be based strictly upon individual performance and summarized in an annual performance appraisal. For employees listed in Sections B, C, and D of Attachment I, all base pay progression within pay grades will be limited to the Market Point of a pay grade according to the following schedule:

<u>Salary Placement in Pay Grade</u>	<u>Performance Level</u>	<u>Pay Increase</u>
Less than Maximum Range	Achieves Expectations	3% base adjustment, limited to Maximum of pay grade
Less than Maximum Range	Achieves Expectations Plus	4 ½% base adjustment, limited to Maximum of pay grade
Less than Maximum Range	Exceeds Expectations	6% base adjustment, up to Maximum of pay grade
Greater than or equal to Maximum Range	Achieves Expectations	0%
Greater than or equal to Maximum Range	Achieves Expectations Plus	0%
Greater than or equal to Maximum Range	Exceeds Expectations	0%

Annual merit increases will be effective the payroll period that includes September 1st of each year.

2. Annual Incentive Bonus

Employees can earn an incentive bonus up to 6% of their annual salary, reported as special compensation. This bonus will be payable on September 1st of each year, prorated over the previous twelve-month period from September 1 through August 31, if all the following criteria are met:

- A. The employee received an "Exceeds Expectations" rating on his/her most recent 6-month review.
- B. The employee is actively employed on September 1st of that year.

Total combination of Annual Incentive Bonus and annual base pay increase, as a result of the performance review process, may not exceed 6%, or exceed the maximum amount established for the pay grade.

3. Initial Six-Month Merit Reviews

Employees listed in Sections B, C and D of Attachment I who have completed less than six (6) months of service in their Management or Non-Represented classification effective June 30th of each year will not be eligible to participate in the annual review process. At the completion of the initial six months of service in their current classification, the employees in Sections B, C and D of Attachment I will receive a performance review and merit increase appropriate to the performance review rating. The criteria and rating system for six-month reviews will be the same as those for annual performance reviews.

Following the completion of six months of service in their current classifications, the employees in Sections B, C and D of Attachment I will be eligible to participate in the annual performance review process the following July. The merit increase granted in the first annual review process following the initial six (6) month merit review will be prorated to reflect only the time period since the completion of the initial six months of service. All subsequent performance reviews will be according to the same merit schedule as other Management and Non-Represented employees.

SECTION 4. MANAGEMENT SPECIALIST

Classifications listed in Section D of Attachment I shall be designated as "Management Specialists" pursuant to the City's Personnel Rules and Procedures.

SECTION 5. SEVERANCE

In the event of a lay-off within a designated management classification, the City Manager shall be authorized to enter into a severance agreement with the impacted employee.

SECTION 6. EMPLOYEE RESPONSIBILITIES

Since it is the City's policy to recruit highly qualified staff at a competitive total compensation level, the employees shall be responsible for striving to meet the high performance standards established by the City management.

SECTION 7.

The compensation policy provided for by this Resolution shall be operative from and after 12:01 a.m. on the eleventh day of August 2011, unless otherwise stated. All previous resolutions are hereby repealed effective on the operative date of this Resolution.

PASSED AND ADOPTED by the City Council of the City of Irvine at a regular meeting held on the 26th day of July 2011.


MAYOR OF THE CITY OF IRVINE

ATTEST:


CITY CLERK OF THE CITY OF IRVINE

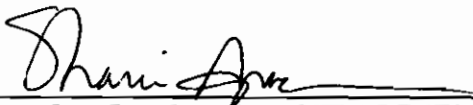
STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF IRVINE)

I, SHARIE APODACA, City Clerk of the City of Irvine, HEREBY DO CERTIFY that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Irvine, held on the 26th day of July 2011.

AYES: 4 COUNCILMEMBERS: Agran, Choi, Krom, and Kang

NOES: 1 COUNCILMEMBERS: Lalloway

ABSENT: 0 COUNCILMEMBERS: None


CITY CLERK OF THE CITY OF IRVINE

The following language will replace Attachment I – Executive Management, Management and Non-Represented Employees (Exempt) Classification Titles.

EXECUTIVE MANAGEMENT, MANAGEMENT AND
NON-REPRESENTED EMPLOYEES (EXEMPT)
CLASSIFICATION TITLES

- A. City Manager
- B. Assistant City Manager
Chief Executive Officer – Great Park Corporation
City Clerk
Director of Administrative Services
Director of Community Development
Director of Community Services
Director of Operations – Great Park Corporation
Director of Public Affairs and Communications
Director of Public Safety/Chief of Police
Director of Public Works
Deputy Director, Community Services
Deputy Director, Public Works
Deputy Director, Public Safety/Police Chief
Deputy Director, Community Development
Deputy Chief Executive Officer – Great Park Corporation
Special Assistant to the Chief of Police
- C. Assistant to the City Manager
Community Health Ombudsman
Council Services Manager
Manager, Advanced Planning
Manager, Budget & Business Planning
Manager, Business Services
Manager, Community Services
Manager, Fiscal Services
Manager, Great Park Corporation
Manager, Housing and Redevelopment
Manager, Human Resources
Manager, Public Services
Manager, Transit and Transportation
- D. Animal Care Center Veterinarian