

RESOLUTION NO. 8447

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAWTHORNE, CALIFORNIA, APPROVING THE AMENDMENTS TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THOSE EMPLOYEES REPRESENTED BY THE PART-TIME HAWTHORNE MUNICIPAL EMPLOYEE ASSOCIATION (HMEA)

WHEREAS, the State of California Department of Industrial Relations has set forth a new minimum wage of \$16.00 per hour effective January 1, 2024; and

WHEREAS, the Senate Bill 616 which requires employers to offer a minimum annual entitlement of 40 hours or 5 days of sick leave to part-time employees also goes into effect on January 1, 2024; and

WHEREAS, the City of Hawthorne wishes to adopt the California Department of Industrial Relations minimum wage regulations and SB 616 for its part-time employees before the end of the year; and

WHEREAS, The Hawthorne Municipal Employees Association (HMEA) Memorandum of Understanding (MOU) July 1, 2022 – June 30, 2024 for the part-time employees that was previously approved needs to be amended to reflect the new minimum wage and the sick leave requirements .

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HAWTHORNE, CALIFORNIA, hereby resolves as follows:

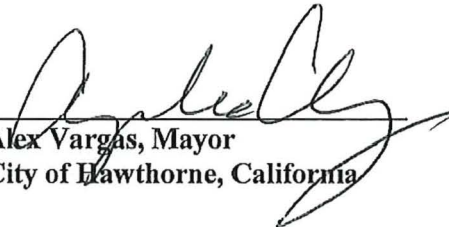
SECTION 1. The foregoing recitals are true and correct.

SECTION 2. The City Council of the City of Hawthorne hereby approves the amendment to the Part-time HMEA salary schedule that reflect the new minimum wage of \$16 per hours and the 40 hours or 5 days sick leave to the Part-time HMEA MOU, July 1, 2022 – June 30, 2024 as set forth in the Salary Schedule and Sick Leave provision attached hereto as Exhibit “A” and incorporated herein.

SECTION 3. That the City Clerk shall certify to the adoption of this Resolution and shall cause this Resolution and this certification to be entered in the Book of Resolutions of the Council of the City.


SECTION 4. This resolution shall be in full force and effect immediately upon its passage and adoption thereof.

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




Alex Vargas, Mayor
City of Hawthorne, California

ATTEST:



Dayna Williams-Hunter, City Clerk
City of Hawthorne, California

APPROVED AS TO FORM:



Robert M. Kim,
City Attorney
City of Hawthorne, California

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) §
CITY OF HAWTHORNE)

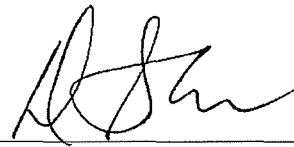
I, Dayna Williams-Hunter, the duly elected City Clerk of the City of Hawthorne, California, DO HEREBY CERTIFY that the foregoing Resolution, being Resolution No. 8447 was duly adopted by the City Council of the City of Hawthorne, California, at a regular meeting of the City Council held December 12, 2023, and that it was adopted by the following vote, to wit:

AYES: Councilmembers Manning, Monteiro, Patterson, Reyes English, Mayor Vargas.

NOES: None.

ABSTAIN: None.

ABSENT: None.



Dayna Williams-Hunter
City Clerk
City of Hawthorne, California

EXHIBIT A

HMEA Part-time Salary Schedule Effective January 1, 2024

Position	Rate		Comment
	7/1/2023	1/1/2024	
			If hired as part-time use
Administrative Aide I			Range 15 HMEA
Administrative Aide II			Range 17 HMEA
Administrative Analyst			Range 33 HMEA
Administrative Intern	\$ 15.60	\$ 16.00	
Animal Control Officer			Range 22 HMEA
Assitant Director Plan/Comm Dev			Range 25 HEG
Attorney I (civil litigation)	\$ 17.86	\$ 17.86	
Attorney II (civil litigation)	\$ 23.11	\$ 23.11	
Attorney III (civil)	\$ 31.52	\$ 31.52	
Attorney I (land use)	\$ 36.77	\$ 36.77	
Attorney II (land use)	\$ 52.53	\$ 52.53	
Aquatics Director	\$ 21.96	\$ 21.96	
Background Investigator II	\$ 36.77	\$ 36.77	
Buyer	\$ 47.28	\$ 47.28	
Cable TV Administrator	\$ 48.15	\$ 48.15	
Clerk Typist	\$ 20.29	\$ 20.29	
Code Enforcement Officer I			Range 22 HMEA
Deputy City Attorney			Range 25 HEG
Engineering Trainee	\$ 22.16	\$ 22.16	
Emergency Preparedness Coordinator	\$ 33.62	\$ 33.62	
Facility Cashier	\$ 15.89	\$ 16.00	
File Clerk	\$ 15.90	\$ 16.25	
Forensics Technician	\$ 24.27	\$ 24.27	
Graffiti Worker	\$ 15.89	\$ 16.00	
Graffiti Lead Worker	\$ 16.07	\$ 16.25	
Graffiti Senior Lead Worker	\$ 21.99	\$ 21.99	
Graphic Artist/Editor	\$ 25.47	\$ 25.47	
Helicopter Pilot	\$ 50.00	\$ 50.00	
Housing Specialist			Range 26 HMEA
Human Resources Analyst			Range 35 HMEA
Human Resources Assistant			Range 26 HMEA
Human Resources Clerk	\$ 15.90	\$ 16.25	
Human Resources Specialist			Range 32 HMEA
Information Systems Manager			Range 19 HEG
Information Service Technician			Range 27 HMEA
Interim Planning Director			Range 35 HEG
Legal Assistant I			Range 35 HMEA
Legal Assistant II			Range 37 HMEA
Legal Intern	\$ 15.60	\$ 16.00	

Legal Clerk	\$ 27.37	\$ 27.37	Range 22 HMEA
Lifeguard	\$ 17.04	\$ 17.04	
Maintenance Aide	\$ 21.34	\$ 21.34	
Maintenance Clerk	\$ 15.90	\$ 16.25	
Maintenance Technician	\$ 19.24	\$ 19.24	
Maintenance Worker I	\$ 23.79	\$ 23.79	
Management Analyst	\$ 29.81	\$ 29.81	
Mechanic			Range 22 HMEA
Office Clerk I	\$ 15.90	\$ 16.25	
Office Clerk II	\$ 24.70	\$ 24.70	
Park Maintenance Aide	\$ 19.87	\$ 19.87	
Parking Enforcement Officer	\$ 21.25	\$ 21.25	
Passport Clerk	\$ 15.89	\$ 16.25	
Police Cadet	\$ 15.89	\$ 16.00	
Police Records Aide	\$ 21.44	\$ 21.44	
Police Reserve - Level I	\$ 19.35	\$ 19.35	
Police Reserve - Level II	\$ 16.28	\$ 16.28	
Producer	\$ 21.35	\$ 21.35	
Production Assistant	\$ 15.75	\$ 16.00	
Production Assistant I	\$ 16.02	\$ 16.25	
Production Assistant II	\$ 17.07	\$ 17.32	
Prosecutor I	\$ 15.76	\$ 16.00	
Prosecutor II	\$ 23.11	\$ 23.11	
Prosecutor III	\$ 25.22	\$ 25.22	
Prosecutor IV	\$ 27.32	\$ 27.32	
Prosecutor V	\$ 28.37	\$ 28.37	
Public Information Clerk	\$ 24.16	\$ 24.16	
Public Information Officer	\$ 39.92	\$ 39.92	
Recreation Coordinator	\$ -	\$ -	
Recreation Leader I	\$ 15.65	\$ 16.00	
Recreation Leader II	\$ 16.02	\$ 16.25	
Recreation Leader III	\$ 16.38	\$ 16.50	
Recreation Leader IV	\$ 18.86	\$ 19.11	
Recreation Specialist	\$ 23.36	\$ 23.61	
Reporter I	\$ 15.75	\$ 16.00	
Reporter II	\$ 16.81	\$ 17.06	
Senior Center Specialist I	\$ 15.75	\$ 16.00	
Senior Center Specialist II	\$ 16.81	\$ 17.06	
Senior Deputy Clerk			Range 35 HMEA
Senior Human Resources Analyst			Range 41 HMEA
Senior Life Guard	\$ 19.60	\$ 19.60	
Street Maintenance Aide	\$ 19.87	\$ 19.87	
Survey Technician	\$ 28.19	\$ 28.19	
Swimming Pool Aide	\$ 15.89	\$ 16.00	

Video Specialist I	\$ 15.75	\$ 16.00	
Video Specialist II	\$ 18.60	\$ 18.85	
Web Coordinator	\$ 28.89	\$ 28.89	

* Note - Yellow highlight indicates changes effective January 1, 2024

Section 7.3 Sick Leave.

(SB 616) Effective January 1, 2024, part-time members will receive a total of 40 hours of sick leave per year. It may be carried over. It may be used 90 days after the date of hire. This may not be applicable to seasonal employees as the season is approximately 90 days.

Effective July 1, 2023, part-time members will receive a total of 24 hours of sick leave per year. It may be carried over. It may be used 90 days after the date of hire. This may not be applicable to seasonal employees as the season is approximately 90 days.

A. Payment of Sick Leave.

This section is only applicable to those hired before July 1, 2023 as they may have enough hours in the leave banks for it to make sense.

1. Any eligible employee who has accumulated between 360 and 720 hours of sick leave has the option of "cashing out" up to 48 hours of accumulated sick leave. The amount of the entitled "cash out" shall be calculated by subtracting the number of hours used during the preceding twelve months from the annual accrual amount of 96 hours and dividing the balance in half. The maximum cash payment shall be equivalent to forty-eight (48) hours of the employee's current compensation, and the employee's total accrual shall not fall below 360 hours.
2. Any eligible employee who has accumulated between 720 and 960 hours of sick leave has the option of "cashing out" up to 96 hours of accumulated sick leave. The amount of the entitled "cash out" shall be calculated by subtracting the number of hours used during the preceding twelve months from the annual accrual amount of 96 hours. The maximum cash payment shall be equivalent to ninety-six (96) hours of the employee's current compensation
3. Any eligible employee, who has accumulated 960 hours of sick leave, will be paid for any accumulated sick leave in excess of 960 hours in current compensation. However, in no event, will an employee be allowed to cash out more than ninety-six (96) hours in any one year.
4. Payment dates for sick leave under the above subsections shall be made during the month of December, prior to Christmas Day.

5. Voluntary Quit - Sick Leave Payment.

Any employee, who voluntarily resigns from the City after having completed seven (7) years of such service, shall receive fifty percent (50%) of the value of said employee's accumulated sick leave.

6. Retirement.

Upon retirement, those employees eligible for paid sick-leave accrual under this Agreement shall receive 100% payoff of unused sick leave.

7. Sick Leave Related to Industrial Injury or Illness.

Any employees eligible for paid sick-leave accrual under this agreement who is involved in an industrial accident resulting in absenteeism, shall receive full pay for the first ten (10) working days without loss of accumulated sick leave.