

**CITY OF ROLLING HILLS ESTATES
LOS ANGELES COUNTY, CALIFORNIA
RESOLUTION NO. 2603**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROLLING HILLS ESTATES
ESTABLISHING THE NUMBER OF AUTHORIZED POSITIONS AND COMPENSATION
FOR MANAGEMENT CLASSIFICATIONS.**

THE CITY COUNCIL OF THE CITY OF ROLLING HILLS ESTATES RESOLVES AS
FOLLOWS:

SECTION 1. Effective July 1, 2025, the following Management Classifications are authorized in the City service with a designated number of authorized positions as follows:

<u>CLASSIFICATION</u>	<u>AUTHORIZED FULL TIME POSITIONS</u>	<u>MONTHLY SALARY RANGE</u>	
Administrative Services Director	1	\$ 12,644	\$ 18,971
Assistant City Manager	1	\$ 13,273	\$ 19,911
Community Development/Public Works Director	1	\$ 12,644	\$ 18,971

SECTION 2. Effective July 1, 2025, employees will receive a base salary adjustment of 3%.

SECTION 3. Based upon the performance review rating received in June 2025, employees are eligible for the following additional merit-based one-time merit bonus or “Superior Performance Pay” combined with the base salary increase effective with the first pay period following July 1, 2025:

- A. Employees who receive an “Exceeds Standard” rating as part of their annual performance review are eligible to receive a one-time lump sum bonus of 1% of their annual base salary.
- B. Employees who receive an “Exceptional” rating as part of their annual performance review are eligible to receive a one-time lump sum bonus of 2% of their annual base salary.
- C. The merit pay under this system will be reported to California Public Employees Retirement System (CalPERS) as employee compensation to the fullest extent as permitted under the Public Employment Retirement Law and implementing regulations. However, the City makes no representations or guarantees whatsoever with respect to whether CalPERS will include the Superior Performance Pay as compensation for purposes of retirement benefit determination as CalPERS will make the sole determination as to any such inclusion.

SECTION 4. Employees will be granted one (1) additional paid observed holiday in FY 2025-26 in recognition of the City’s closure of City Hall on December 26 and January 2, depending on the staff schedule. This additional paid observed holiday will be available for use by each employee in the same manner as other paid observed holidays. This benefit is limited to the observed closure date(s) and does not extend beyond such dates.

SECTION 5. Management Classifications will continue to receive a vehicle allowance in the amount of \$500.00 per month.

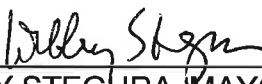
SECTION 6. All previous resolutions establishing authorized positions and salary ranges for Management classifications are hereby rescinded.

SECTION 7. The City Clerk is directed to certify the passage of this RESOLUTION.

[signatures on next page]

APPROVED AND ADOPTED this 24th day of June 2025.

ATTEST:


DEBBY STEGURA, MAYOR


LAUREN PETTIT, CITY CLERK

I HEREBY CERTIFY that the foregoing Resolution No. 2603 was duly and regularly adopted by the City Council of the City of Rolling Hills Estates at a regular meeting held on the 24th day of June, 2025, by the following vote:

AYES: BROWN SCHACHTER, HUFF, SCHMITZ, STEGURA, ZERUNYAN

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE


LAUREN PETTIT, CITY CLERK