

CITY OF HEMET
HEMET, CALIFORNIA
RESOLUTION NO. 2024-181

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
HEMET, CALIFORNIA, APPROVING COMPENSATION
AND BENEFIT PARAMETERS FOR AT-WILL EMPLOYEES
AND APPROVING REVISIONS TO THE CLASSIFICATION
AND COMPENSATION PLAN OF THE CITY

The City Council of the City of Hemet, California (hereafter referred to as the "City Council") does resolve as follows:

WHEREAS, the City of Hemet desires to hire qualified persons to serve as City department heads and in key senior management positions; and

WHEREAS, the department heads and senior management positions (collectively "at-will" employees) serve in key organizational leadership roles and have duties as specified and directed by the City Manager; and

WHEREAS, these at-will employees have historically served-and continue to serve-at the will of the City Manager and may be separated from the City without cause; and

WHEREAS, the City Council delegates to the City Manager authority to implement compensation and benefits for the at-will employee group as set forth in this Resolution.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HEMET FINDS, DETERMINES, ORDERS AND RESOLVES AS FOLLOWS:

SECTION 1. City Manager Responsibilities and Authority.

1 **A.** The City Manager, as chief administrative officer of the City, is authorized
2 pursuant to Section 2-86(3) of the Hemet Municipal Code to appoint and
3 remove any officer and employee of the City, except as otherwise provided
4 therein. Furthermore, the City Manager is responsible for attracting and hiring
5 the very best candidates to fill director and senior management positions with
6 the City. Accordingly, to achieve such purpose, the City Council delegates to
7 the City Manager the responsibility for the administration and implementation
8 of this compensation and benefit plan for at-will employees, hereinafter
9 defined, as long as their employment terms are within the parameters of the
10 provisions of this Resolution. The City Manager has the discretion to provide
11 new at-will employees any combination of compensation and benefits that are
12 within the parameters of this Resolution.
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16 **B.** The City Manager has the discretion to provide new at-will employees any
17 combination of compensation and benefits that are within the parameters of
18 this Resolution.
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20 **C.** The City Manager is authorized to execute amendments to existing at-will
21 employees' agreements to increase the compensation to the Salary Ranges
22 authorized by Resolution effective July 8, 2024, provided that the provisions
23 of the amendment brings all parameters of the existing at-will employees'
24 agreements into compliance with this Resolution.
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26 **SECTION 2. Applicability**
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1 The provisions of this Resolution apply to the following classifications employed
2 by the City referred to as the "at-will" employee group:

- 3
- 4 Administrative Services Director
- 5 Chief Building Official/Deputy Fire Marshal
- 6 Chief of Police
- 7 City Clerk
- 8
- 9 Community Development Director
- 10 Deputy Fire Chief
- 11 Deputy Public Works Director / Assistant City Engineer
- 12 Fire Chief
- 13
- 14 Public Works Director/City Engineer.

15 **SECTION 3. Terms, Conditions, and Benefits.**

16 **A. Duties.** At-will employees shall be vested with the powers, duties, and
17 responsibilities provided for their position by law, ordinance, or regulation, as
18 well as such other services as are customary and appropriate to their position
19 with the City, together with such additional services assigned from time to time
20 by the City Manager as may be consistent with California and federal law and
21 the Hemet Municipal Code. At-will employees shall devote their best efforts
22 and full-time attention to the performance of these duties. At-will employees
23 shall provide services at the direction and under the supervision of the City
24 Manager and/or the City Manager's designee.

25 **B. Terms of Employment.**

1 1. Nothing in any written agreement or job offer shall prevent, limit or
2 otherwise interfere with the right of the City Manager, acting for the
3 City, to terminate the services of any at-will employee at any time, with
4 or without cause, subject only to the severance provisions set forth in
5 this Resolution.
6

7 2. At-will employees shall serve at the pleasure of the City Manager at all
8 times during the period of employment. The terms of the City's
9 personnel rules, policies, procedures, ordinances, or resolutions
10 (collectively "Personnel Policies") shall not apply to at-will employees
11 except that the Personnel Policies related to harassment,
12 discrimination and workplace violence and similar policies shall apply
13 to at-will employees. Nothing in this Agreement is intended to, or does,
14 confer upon an at-will employee any right to any property interest in
15 continued employment, or any due process right to a hearing before or
16 after a decision by the City Manager to terminate their employment,
17 except as is expressly provided by this Resolution. Nothing contained
18 in this Resolution shall in any way prevent, limit or otherwise interfere
19 with the right of the City to terminate the services of an at-will
20 employee as provided in this Resolution. Nothing in this Resolution
21 shall prevent, limit or otherwise interfere with the right of an at-will
22 employee to resign at any time from their position with City.
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27 i. Notwithstanding the above, the City Manager, in his/her sole
28 discretion, may offer a city employee employed in a classification

1 not covered by this Resolution a provisional promotion to an at-
2 will position on the following terms:

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4 **a. Right to Return:** In the event that the City Manager elects
5 to terminate the at-will employee from their position
6 during the first six months following appointment, the
7 employee shall have the right to return to their previous
8 position. This right is conditional upon the availability of
9 the former position or an equivalent position within the
10 City's organizational structure at the time of termination.
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13 **b. Availability of Position:** If the former position or an
14 equivalent position is available, the employee shall be
15 reinstated to such position under the same terms and
16 conditions that were in effect immediately prior to the
17 employee's appointment to the at-will position, including
18 but not limited to salary, benefits, and seniority status. No
19 credit to salary, benefits, or seniority status shall accrue
20 during the time in the classification covered by this
21 Resolution.
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24 **c. Non-availability of Position:** If the former position or an
25 equivalent position is not available at the time of the
26 employee's termination from the at-will position, the City
27 shall have no obligation to create a new position or
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1 displace any current employee to accommodate the at-
2 will employee's return. In such an event, the at-will
3 employee's employment with the City shall be deemed
4 terminated, and the employee shall be entitled to
5 whatever severance or benefits as provided under this
6 Resolution.
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8
9 **d. Notice of Intent to Exercise Right:** In the event that the at-
10 will employee terminated, the employee must notify the
11 City in writing of their intent to exercise the right to return
12 to their former position or an equivalent position within
13 seven (7) calendar days of receiving the termination
14 notice. Failure to provide such notice of intent within the
15 specified time frame shall result in a waiver of the at-will
16 employee's right to return.
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19 **e. Conditions of Reinstatement:** Upon the at-will employee's
20 reinstatement to their former position or an equivalent
21 position, the employee agrees to perform the duties and
22 responsibilities of the former position or equivalent
23 position as defined by the City, and to adhere to all
24 applicable City policies and procedures.
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27 **f. Finality of Decision:** The City Manager's decision
28 regarding the availability of the former position or an

1 equivalent position, and the at-will employee's eligibility
2 to return to such position, shall be final and binding.
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4 **3.** At-will employees, with the prior written approval of the City Manager,
5 may undertake outside professional activities for compensation,
6 including consulting, teaching, speaking, and writing provided such
7 activities do not interfere with the employee's normal duties, occur
8 outside normal working hours or are conducted during vacation or
9 holiday time, and do not involve any existing vendor(s) or contractor(s)
10 of the City. Under no circumstances shall such outside activities create
11 a conflict of interest with the duties of the employee's position or the
12 interests of the City.
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15 **C. Suspension.** The City Manager may suspend an at-will employee with or
16 without pay and benefits at any time, unless the at-will employee is serving
17 under a Notice of Termination set forth in Section D.1. at which time, the at-
18 will employee shall not be suspended without pay.
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21 **D. Termination and Severance Pay.**

22 **1.** Notice of Termination. If the City Manager desires to terminate an
23 employee without cause, the City Manager shall provide the at-will
24 employee with at least thirty (30) days prior written notice of the
25 termination date. Additional notice may be provided in the City
26 Manager's discretion. Upon such notice by the City Manager, the at-
27 will employee is expected to perform and continue her/his job until the
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1 date of separation. The City Manager shall have the option, in his/her
2 complete discretion, to terminate an employee effective at any time
3 prior to the end of the 30-day notice period, and the City will pay the
4 employee all compensation due and owing him/her through to the last
5 day actually worked, plus an amount equal to the base salary the
6 employee would have earned through the balance of the above 30-day
7 notice period.
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10 i. Notwithstanding the above, effective upon the appointment of a
11 new City Manager, the notice period described above shall
12 temporarily increase, and a newly appointed City Manager shall
13 provide the at-will employee with at least one hundred twenty
14 (120) days prior written notice of the termination date. The
15 required length of notice shall decrease by one (1) day for each
16 day after the new City Manager was appointed, such that by
17 ninety (90) days after the appointment of a new City Manager,
18 the default notice period shall have returned to the default of
19 thirty (30) days. The City Manager shall have the option, in
20 his/her completed discretion, to terminate an employee effective
21 at any time during this initial notice period, and the City will pay
22 the employee all compensation due and owing him/her through
23 to the last day actually worked, plus an amount equal to the base
24 salary the employee would have earned through the balance of
25 the notice period.
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1 2. Severance. The City Manager, in his/her discretion, may authorize
2 payment to an employee terminated from the City severance in an
3 amount of up to one (1) month per year of service with the City, not to
4 exceed four (4) months, of the employee's then current base salary, but
5 only if the employee signs, delivers and does not revoke the General
6 Release Agreement in the form approved by the City Attorney. The
7 minimum amount of severance that may be granted is within the City
8 Manager's discretion. The City Manager may grant severance above
9 the four-month limit with City Council concurrence.
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12 3. For Cause Termination. The City Manager may immediately terminate
13 an employee at any time by providing the written notice of his/her
14 termination for cause. No Severance Payment or any further salary or
15 special compensation shall be paid in the event an employee is
16 terminated for cause except for accrued and unused leave as provided
17 for in this Resolution together with any extension of benefits required
18 under California and federal law. For purposes of this Resolution, cause
19 for termination shall include, but not be limited to, the following: theft or
20 attempted theft; fraud or other type of criminal dishonesty; misuse or
21 misappropriation of public funds or property; willful or persistent
22 material breach of duties; engaging in unlawful discrimination or
23 harassment of employees or any third party while on City premises or
24 time; use of unlawful violence against any employee or person while on
25 City property; conviction of a felony; engaging in any conduct
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1 constituting a misdemeanor or felony tending to bring disrepute to the
2 City; being fined by the Fair Political Practices Commission for a
3 violation of the Political Reform Act or FPPC Regulation in an amount
4 in excess of \$500; being convicted of violating Government Code
5 section 1090 et seq.; being convicted of any crime described in
6 Government Code section 53243.4; failure to comply with clear and
7 lawful directives of the City Manager; and unauthorized absences.
8
9 Employees shall not be entitled to any rights provided for Administrative
10 Personnel under the City's Personnel Policies, any rights provided for
11 under the Hemet Municipal Code or under State or federal law to any
12 form of pre- or post-termination hearing, appeal, or other administrative
13 process pertaining to termination, except when an employee has a
14 California or federal constitutional right to a name clearing hearing.
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- 17 **4. Resignation.** In the event the at-will employee voluntarily resigns
18 her/his position with the City, the at-will employee should use her/his
19 best efforts to give the City Manager thirty (30) days written notice in
20 advance. Upon separation from employment, the employee shall be
21 compensated for all accrued and unused leave as provided for in this
22 Resolution but shall not be entitled to any severance.
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25 **E. Salary.**

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27 **1. Salary Range.** The salary range for at-will employees is set forth in the
28 Classification and Compensation Plan, attached to the concurrently

1 adopted Resolution, that may be amended from time to time. Salary is
2 paid in the same manner and time as is paid to other City employees.

3
4 **2. Performance Evaluation and Salary Adjustments.** An annual
5 performance evaluation shall be conducted for each at-will employee
6 on or prior to the employee's anniversary date and may be conducted
7 on any other interval as determined by the City Manager. In conjunction
8 with the evaluation, the City Manager is authorized to adjust the at-will
9 employee's salary as long as: (i) the salary adjustment is within the
10 salary range set forth in the Classification and Compensation Plan; and
11 (ii) the salary adjustment does not exceed a cumulative increase of
12 10% or higher of the employee's base salary in any 12-month period.
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15 **3. Reductions in Salary.** If the City Manager reduces the base salary of
16 an at-will employee by more than five percent (5%), the employee at
17 his or her discretion may claim to be terminated without cause and is
18 eligible for severance as provided for in Section D, unless the reduction
19 is applied in no greater percentage than the average reduction of a
20 substantial portion of all City employees.
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23 **4. Salary Range Placement.** The Salary placement for individuals upon
24 hire or promotion into an at-will position will be at least the minimum
25 established salary set forth in the Classification and Compensation
26 Plan in effect at the time the individual is hired or promoted. Placement
27 above the minimum may be made at the discretion of the City Manager.
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1 Placement above the minimum within the salary range shall be
2 considered when the individual appointed or promoted: exceeds the
3 minimum qualification and/or experience of the position; the individual
4 holds specialized certifications, licenses, skills, and/or abilities that
5 would be beneficial to the City; and/or any other job-related factor that
6 the City Manager deems relevant to the position and to the service of
7 the City. In no case may an individual be compensated at a base salary
8 above the approved maximum salary on the Classification and
9 Compensation Plan for that position.
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12 **5. Maintenance of Base Salary Separation.** The actual salary for each at-
13 will employee shall be reviewed and the City Council shall adjust the
14 salary ranges to ensure a base salary for each at-will employee that
15 maintains a separation of at least seven and a half percent (7.5%) from
16 the top step of the base salary range for the next highest paid
17 classification in the at-will employee's department, plus any applicable
18 certificate pay, bilingual pay, longevity pay and/or uniform allowance.
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21 **6. Deferred Compensation.** During the period of employment, at-will
22 employees shall be entitled to participate in City's deferred
23 compensation programs (the 457 plan and the 401A plan) provided the
24 City continues to maintain these plans for City employees. City shall
25 contribute an amount equal to two and one half percent (2.5%) of an
26 at-will employees base salary into the 401A, as it may be adjusted from
27 time to time. The employee may, at his/her discretion, contribute
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1 additional amounts up to the maximum allowable contribution, as
2 provided under U.S. Internal Revenue Service regulations, as may be
3 amended from time to time.
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5 i. Any employee whose employment agreement with the City of
6 Hemet entered prior to the effective date of this Resolution
7 contains provisions that authorize a higher City contribution
8 amount shall maintain such amount notwithstanding the
9 language above.
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12 **7. Reimbursement.** City shall reimburse at-will employees for reasonable
13 and necessary travel, subsistence and other business expenses
14 incurred by the employee in the performance of his/her duties. All
15 reimbursements shall be subject to and in accordance with the City's
16 adopted Employee Reimbursement Policy.
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18 **8. Hours of Work.** At-will employees shall devote their best efforts and full-
19 time attention to satisfactorily performing their duties. Employees
20 understand that a minimum of forty (40) hours per week during regular
21 business hours, as well as additional time outside of the normal
22 business hours, will be required to satisfy this requirement. Toward that
23 end, at-will employees are allowed reasonable flexibility in setting their
24 own office hours, based upon a regular workweek approved by the City
25 Manager, provided the schedule of such hours provides adequate
26 availability to the City Manager, City staff, and members of the
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1 community during normal business hours and for the performance of
2 their duties and of City business. At-will positions are deemed exempt
3 positions under the Fair Labor Standards Act. At-will employee's
4 compensation (whether salary or benefits or other allowances) are not
5 based on hours worked and employees shall not be entitled to any
6 compensation for overtime.
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9 **9.** Automobile. The City Manager, in his/her discretion, may provide an at-
10 will employee a City-owned vehicle for the employee's exclusive use
11 and limited personal use to maintain a one-hour response time to the
12 City. The City shall pay for, or reimburse the employee, for the
13 necessary cost of automobile registration, insurance, fuel, and
14 maintenance. At-will employees shall keep the vehicle in reasonable
15 repair, obey all traffic laws relating to the operation of the vehicle and
16 shall use due care and caution in its operation.
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19 **i.** In the City Manager's sole discretion, for non-safety at-will
20 employees, in lieu of providing a City-owned vehicle, the City
21 Manager may authorize a monthly automobile allowance in an
22 amount as determined by the City Manager up to a maximum of
23 \$500 per month. At-will employees must provide proof of
24 insurance in the amounts of \$100,000 per person and \$300,000
25 each occurrence if provided an allowance. The automobile
26 allowance includes reimbursement for an appropriate allocation
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1 of vehicle insurance and all other expenses of vehicle
2 ownership, maintenance and operation.
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4 **F. Personal Time Off.**

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6 1. PTO. At-will employees shall accrue Personal Time Off (PTO) at a total
7 of 256 hours per year, comprised of the following: 168 hours of
8 vacation; 40 hours of management leave; and 48 hours of sick leave
9 (separate from Sick Leave in F.4. below). The payroll period rate of
10 PTO shall accrue at a rate of 10.67 per payroll period. The maximum
11 amount of PTO that an employee may have at any time shall equal 512
12 hours. If an employee's earned but unused PTO reaches 512 hours,
13 the employee will stop accruing PTO until the PTO falls below 512
14 hours. PTO will not be earned during the period in which the employee's
15 PTO are at such maximum amount. Upon approval of the City
16 Manager, an at-will employee may sell back earned but unused PTO
17 once each quarter up to a maximum of 176 hours per calendar year.
18 An employee shall be paid the value of any earned and unused PTO at
19 the time of separation of employment for any reason, at the then
20 existing base salary rate.
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24 i. Notwithstanding the above, (a) no at-will employee may sell
25 back earned but unused PTO prior to December 31, 2024, and
26 (b) no at-will employee may sell back more than 80 hours of
27 earned but unused PTO from January 1, 2025, to June 30, 2026.
28

1 **2.** Holiday Time. At-will employees shall be eligible to participate in the
2 Holiday program provided to Management/Confidential employees on
3 the same terms and conditions as Management/Confidential
4 employees.
5

6 **3.** Administrative Leave. In addition to the paid leave described in F.1
7 above, at-will employees shall be entitled to forty (40) hours of
8 administrative leave on January 1st of each calendar year in
9 consideration of being required to work after normal business hours
10 and to attend City Council and after hours community meetings. Such
11 annual grant of administrative leave must be used by December 31st
12 of the calendar year in which it is granted. Granted and unused
13 administrative leave shall not be carried over into the following year. No
14 compensation shall be provided for granted and unused administrative
15 leave and such granted and unused administrative leave shall not be
16 paid out to the employee at the time of separation from employment.
17 Unused administrative leave shall not be converted into PTO.
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21 **i.** Notwithstanding the above, the Chief of Police, Fire Chief,
22 Deputy Fire Chief, and Community Development Director shall
23 be entitled to sixty (60) hours of administrative leave per
24 calendar year on the same terms and conditions described
25 above.
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1 4. Sick Leave. In addition to the paid leave described in F.1 above, at-will
2 employees shall accrue sick leave at a rate of four (4) hours per month.
3 There is no cap on the amount of sick leave that an at-will may accrue
4 or carry over from year to year. Any sick time accrued after the effective
5 date of this Resolution is not compensable, meaning that there are no
6 cash out options at any time during employment or at separation of
7 employment.
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10 i. Any employee whose employment agreement with the City of
11 Hemet entered prior to the effective date of this Resolution
12 contains provisions that authorize the employee to cash out Sick
13 Leave upon retirement, disability, death, termination, or
14 resignation shall maintain such ability notwithstanding the
15 language above.
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18 ii. For any at-will employee that was previously employed in
19 another classification of the City, the City Manager may provide
20 for any sick time accrued prior to appointment to an at-will
21 position to be treated on the same terms and conditions as were
22 available in the previous classification of the City.
23

24 **G. Other Benefits.**

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26 1. Health Insurance. The City shall pay the same amount as offered to
27 City Management/Confidential employees towards premiums for group
28 health insurance, dental, and vision care for at-will employees and

1 dependents. Employees may choose from any of the plans offered to
2 the City's Management/Confidential employees.

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4 **2. Life Insurance.** The City shall provide at-will employees, during the
5 period of employment, with, and pay one hundred percent (100%) of
6 the premium payments for, a term life insurance policy in an amount
7 equal to one hundred percent (100%) of base salary.
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9
10 **3. Long-Term Disability Insurance.** The City agrees that during the period
11 of employment, it will pay one hundred percent (100%) of the premium
12 payments applicable to, and to otherwise permit at-will employees to
13 participate in, the City's long-term disability insurance with a sixty
14 percent (60%) of base salary benefit, with a maximum monthly benefit
15 of thirteen thousand and 00/100 dollars (\$13,000.00), and with a thirty-
16 day (30) waiting period following illness/injury qualifying period. City
17 does not provide short-term disability benefits.
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20 **4. Gym Program.** During the period of employment, at-will employees are
21 eligible to participate in the City's Gym Program and utilize the City-
22 designated gym facilities in accordance with the guidelines established
23 for such program.
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25 **5. Employee Assistance Program.** During the period of employment, at-
26 will employees and their eligible dependents are eligible to participate
27 in the City's Employee Assistance Program in accordance with the
28 guidelines established for such program.

1 6. Retirement. At-will employees, except for the Chief of Police, Deputy
2 Fire Chief, Battalion Chief, and Fire Chief, shall be provided with
3 retirement benefits as provided to Management/Confidential
4 employees as described in the Management/Confidential Resolution.
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6 7. Educational Reimbursement. During the period of employment, an at-
7 will employee may participate in the City's tuition reimbursement
8 program, which covers courses taken at accredited colleges,
9 accredited universities, correspondence courses, and other institutions.
10 Reimbursement by the City shall be subject to the following: the course
11 elected must be of benefit to City and directly related to the employee's
12 current duties or future employment with City; the City Manager may
13 approve courses taken to satisfy a degree requirement provided the
14 degree goal is in the field of employee's current or future employment
15 with City; The employee shall attend such courses during his/her own
16 time and complete such courses satisfactorily with a passing grade of
17 "C" or its numerical equivalent, or a "pass" or "credit" for the class;
18 Employee must obtain the approval of the City Manager in writing prior
19 to enrolling in the course; City's reimbursement shall include tuition,
20 necessary books and text materials used to complete course
21 requirements and parking fees, but shall not include travel time,
22 mileage or other miscellaneous costs incurred by employee; upon
23 completion of the course, Employee shall attach his grade report and
24 receipts for eligible reimbursements to his/her approved application for
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1 educational assistance to the City Manager; and City's reimbursement
2 shall be limited to five thousand and 00/100 dollars (\$5,000.00) per
3 calendar year. If an employee is terminated or resigns within one (1)
4 year after completion of a course paid for by the City, the costs of such
5 course will be deducted from the employee's last paycheck. If such last
6 paycheck is insufficient to repay such costs, the employee will be
7 required to make arrangements, including a promissory note, to repay
8 the balance within one (1) year of such termination. The City Manager
9 may alter the above requirements in unusual circumstances.
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12 **8. Jury Duty.** During the period of employment, at-will employees will
13 receive full pay and benefits while responding to a jury summons or
14 serving on a jury for a period not to exceed fifteen (15) days
15 consecutively for each calendar year. Any compensation for such jury
16 duty received by the employee from any third party (except travel pay)
17 shall be remitted to the City.
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20 **9. Business-Related Equipment.** During the period of employment, the
21 City shall supply at-will employees with a cell phone and laptop
22 computer for the employee's exclusive business use.
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24 **SECTION 4. Severability.**

25 If any section, subsection, subdivision, paragraph, sentence, clause, or phrase in
26 this ordinance or any part thereof is for any reason held to be unconstitutional or
27 invalid or ineffective by any court of competent jurisdiction, such decision shall
28 not affect the validity or effectiveness of the remaining portions of this ordinance

1 or any part thereof. The City Council hereby declares that it would have passed
2 each section, subsection, subdivision, paragraph, sentence, clause, or phrase
3 thereof irrespective of the fact that any one (1) or more subsections, subdivisions,
4 paragraphs, sentences, clauses, or phrases be declared unconstitutional, or
5 invalid, or ineffective.
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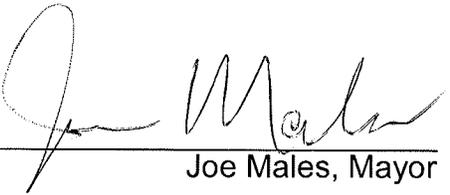
7 **SECTION 5. Effective Date.**

8 This resolution shall take effect and be in force immediately, provided, however,
9 that the City Manager may enter into amendments consistent with the provisions
10 of this Resolution effective July 8, 2024.
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12 **SECTION 6. Approval of Amendment to Classification and Compensation**
13 **Plan.**

14 The City Council of the City of Hemet approves and adopts the updated City
15 Classification and Compensation Plan for Employee Salary Ranges (Salary
16 Schedule), a document which includes a list of employment positions for the City
17 and their corresponding ranges, attached hereto as Attachment A.
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1 **PASSED, APPROVED AND ADOPTED** this 24th day of September, 2024.
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5 _____
6 Joe Males, Mayor
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8 **ATTEST:**

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10 _____
11 John Paul Maier, City Clerk
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State of California)
County of Riverside)
City of Hemet)

I, John Paul Maier, City Clerk of the City of Hemet, do hereby certify that the foregoing resolution was adopted by the Hemet City Council on the 24th day of September 2024, and was passed by the following vote:

AYES: Council Members: Kendrick, Lilienthal, Mayor Pro Tem Peterson,
 Mayor Males.
NOES: Council Members: None.
ABSTAIN: Council Members: None.
ABSENT: Council Members: Krupa.



John Paul Maier, City Clerk

