

RESOLUTION NO. 10675

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL MONTE ADOPTING A POLICY TO ENHANCE ORGANIZATIONAL EFFICENY AND SUCCESSION PLANNING EFFORTS.

WHEREAS, the City Council previously adopted a policy to enhance organizational efficiency and succession planning efforts via Resolution No. 10595 on March 26, 2025, under Section 3.B (the "policy"); and

WHEREAS, the policy in Resolution No. 10595 allows any City classification with only one authorized/budgeted position to be filled concurrently by two (2) separate individuals for job duty transition purposes, expanding on a policy City Council previously adopted on June 20, 2023, under Resolution No. 10464; and

WHEREAS, Resolution No. 10595 also updated the Citywide Classification and Compensation Plan and repealed all prior resolutions updating the Citywide Classification and Compensation Plan; and

WHEREAS, the City Classification and Compensation Plan is regularly updated by repealing the previous resolution and Classification and Compensation Plan to avoid having multiple active plans; and

WHEREAS, to avoid accidentally repealing the policy language in Section 3.B in Resolution No. 10595 when adopting a new Classification and Compensation Plan, this Resolution readopts the same policy; and

WHEREAS, as a separate resolution, the policy can then continue or be amended in the future separately from any Classification and Compensation Plan; and

WHEREAS, with several tenured employees nearing or exceeding normal retirement age, this policy makes significant staffing transitions as seamless as possible, providing an overall benefit to the City.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL MONTE AS FOLLOWS:

SECTION 1. The foregoing recitals are true and correct and are incorporated by reference as if fully set forth herein.

SECTION 2. The City Council hereby readopts the following policy, as stated in Resolution No. 10595:

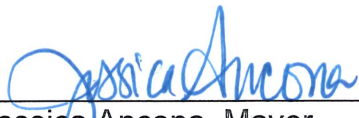
Permit any single incumbent position in any employee group or class to be filled concurrently by two separate individuals on a temporary basis for job duty transition purposes, subject to the following conditions and all applicable law:

1. The incumbent has provided sufficient advanced written notice of their upcoming resignation/separation via an irrevocable agreement approved as to form by the City Attorney's Office.
2. The Finance Director has provided advanced written confirmation of applicable budgetary/funding availability.
3. Advanced written approval by the City Manager, or the Mayor in the case of the City Manager position.
4. Concurrent fill shall not exceed sixty (60) consecutive calendar days.

SECTION 3. This Resolution shall take effect immediately.


SECTION 4. The City Clerk shall certify to the adoption of this Resolution and enter it into the Book of original Resolutions.

PASSED, APPROVED AND ADOPTED by the City Council of the City of El Monte at an adjourned regular meeting on this 18th day of March, 2026.



Jessica Ancona, Mayor
City of El Monte

ATTEST:



Gabriel Ramirez, City Clerk
City of El Monte

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF EL MONTE)


I, Gabriel Ramirez, City Clerk of the City of El Monte, do hereby certify that the above and foregoing Resolution No. 10675 was passed, approved, and adopted by the City Council of the City of El Monte, signed by the Mayor and attested by the City Clerk at an adjourned regular meeting of said City held on this 18th day of March, 2026, and that said Resolution was adopted by the following votes to wit:

AYES: Mayor Ancona, Mayor Pro Tem Longoria, Councilmembers Crippen-Thomas, Galvan, and Dr. Ruedas

NOES: None

ABSTAIN: None

ABSENT: Councilmembers Cortez and Herrera



Gabriel Ramirez, City Clerk
City of El Monte