

Agenda Report



MEETING DATE: Tuesday, September 10, 2024

TO: City Council

FROM: DEPUTY CITY MANAGER MANNING

SUBJECT: APPROVAL OF REVISED SALARY LISTS FOR EACH BARGAINING UNIT

RECOMMENDED ACTION:

Staff recommends that the City Council adopt resolutions approving the revised salary lists for the bargaining units including Service Employees International Union Local 521 (SEIU), Mid-Management, Confidential, Management, Executive Team, Operating Engineers Local Union No. 3 (OE3), Police Officers Association (POA), Public Safety Mid-Management, Police Management, Fire Management, International Association of Firefighters Local 1272 (IAFF) and unrepresented (Temporary); and Rescinding Resolution Nos. 245-23 (CM) through 256-23 (CM) relating to salary lists adopted on December 12, 2023.

BACKGROUND:

The City Council is required to approve salary lists for all classifications in accordance with Section 570.5 of Title 2 of the California Code of Regulations.

DISCUSSION:

The California Public Employees' Retirement System (CalPERS), requires that all CalPERS employers list their compensation levels, approved and adopted by the governing body, in accordance with Section 570.5 of Title 2 of the California Code of Regulations, and meeting all of the following requirements thereof;

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
2. Identifies the position title for every employee position;
3. Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;

5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and;
8. Does not reference another document in lieu of disclosing the pay rate.

The City Council last approved the salary lists on December 12, 2023. However, since then, several labor MOUs have been implemented and are now reflected in the new salary schedule.

Approving the salary list will ensure that the City is in conformance with section 570.5 (Requirement for a Publicly Available Pay Schedule) of Title 2 (Administration) of the California Code of Regulations by listing all employee compensation levels on a publicly available master pay schedule.

STRATEGIC PLAN:

This aligns with the strategic plan goal of efficient and high-performing government by ensuring compliance with state law.

FINANCIAL IMPACT:

There is no financial impact as the salaries have already been approved and adopted as part of the FY 2024-2025 budget.

ALTERNATIVE ACTION:

None.

ATTACHMENTS AND/OR REFERENCES (If any):

None.