



Agenda Report

MEETING DATE: Tuesday, August 24, 2021

TO: City Council

FROM: DEPUTY CITY MANAGER MANNING

SUBJECT: APPROVAL OF REVISED SALARY LISTS FOR EACH BARGAINING UNIT

STATEMENT OF ISSUES:

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.

RECOMMENDED ACTION:

Staff recommends that the City Council approve revised salary lists for the bargaining units that entered into new Memorandums of Understanding or received salary increases per existing contracts or compensation plans since the approval of the salary lists on July 2, 2020. These units include: Service Employees International Union Local 521 (SEIU), Mid-Management, Confidential, Management, Executive, Operating Engineers Local Union No. 3 (OE3), Police Officers Association (POA), Public Safety Mid-Management, Police Management, Fire Management and International Association of Firefighters Local 1272 (IAFF). 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.

DISCUSSION:

The California Public Employees' Retirement System (CalPERS), has requested 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;
8. Does not reference another document in lieu of disclosing the pay rate.

The City Council last approved the salary lists on July 2, 2020. However, since then, several labor MOUs and the Police Management and Fire Management contracts have been implemented and are now reflected in the new salary schedule.

FINANCIAL IMPACT:

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

ALTERNATIVE ACTION:

None.

ATTACHMENTS AND/OR REFERENCES (If any):

None.