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Title: CONSIDER ADOPTING RESOLUTION NO. 23-237 TO AMEND RESOLUTION 22-235, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, ESTABLISHING THE SALARY AND BENEFITS FOR UNCLASSIFIED MANAGEMENT EMPLOYEES

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Reso No. 22-235 - Exec Salaries and Benefits, 2. Exhibit 2 - Reso No. 22-237 - Exec Salaries and Benefits 2.7.pdf

Date	Ver.	Action By	Action	Result
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Report to Mayor and City Council

Tuesday, February 07, 2023

Consent

SUBJECT:

CONSIDER ADOPTING RESOLUTION NO. 23-237 TO AMEND RESOLUTION 22-235, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, ESTABLISHING THE SALARY AND BENEFITS FOR UNCLASSIFIED MANAGEMENT EMPLOYEES

I. SUMMARY

Resolution No. 22-235 (Exhibit 1) was adopted by City Council on November 15, 2022 to amend the salary and benefits for Unclassified Management Employees effective November 1, 2022. Resolution No. 22-235 Article II Section 1 - Salary Range Adjustments of Unclassified Management Employees state that Director’s pay ranges shall be assigned and maintained at a range that is at least 10% higher than the range steps assigned to their highest paid subordinate or manager.

II. RECOMMENDATION

CONSIDER ADOPTING RESOLUTION NO. 23-037 “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, ESTABLISHING THE SALARY AND

BENEFITS FOR UNCLASSIFIED MANAGEMENT EMPLOYEES AND RESCINDING RESOLUTION NOS. 14-091, 15-124, 15-125, 16-095, 19-170, 22-149 AND 22-235 AND ANY OTHER PRIOR SIMILAR RESOLUTIONS.

III. ALTERNATIVES

Take another action that City Council deems appropriate

IV. BACKGROUND

As presented to City Council on November 1, 2022, the prior resolution adjusted the salary for Unclassified, Non-represented Full-Time Employees effective July 1, 2022. The primary change to the Resolution of Salary and Benefits for the Unclassified Management Employees is in compensation by applying a reduced ten percent (10%) step separation of pay between Department Directors and subordinate managers; formerly set at twenty percent (20%).

On November 15, 2022, City Council adopted Resolution No. 22-235 establishing the salary and benefits for unclassified management employees effective November 1, 2022, and rescinding Resolution Nos. 14-091, 15-124, 15-125, 16-095, 18-170, and 22-149 and any other prior similar resolutions.

Staff is proposing an amendment to Article II Section 1 of Resolution 22-235 to include the following: "Exception: Upon hiring or promotion, Unclassified Management Employees may be assigned to any range step within the established salary range for the first 12 months of employment. Section 6, Salary Advancement shall apply to new hires and promotions." The amendment will provide the option to hire incoming management at a salary less than the highest paid subordinate or manager, as deemed appropriate. Additionally granting the opportunity to observe and evaluate the work performance of new Unclassified Management Employees and to confirm the fit between the employees and the City.

V. FISCAL IMPACT

NONE

VI. EXHIBITS

Exhibit 1 - Resolution No. 22-235, UME Salaries and Benefits (pgs. 3-23)

Exhibit 3 - Resolution No. 23-237, UME Salaries and Benefits (24-44)

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