



Legislation Text

File #: 2023-0650, Version: 1

Report to Mayor and City Council

Tuesday, September 19, 2023

Consent

SUBJECT:

CONSIDER ADOPTION OF RESOLUTION NO. 23-149, AMENDING RESOLUTION NO. 23-075 TO CORRECT THE LISTED SALARY TABLES FOR THE CHIEF DEPUTY CITY CLERK AND CHIEF DEPUTY CITY TREASURER CLASSIFICATIONS (CITY COUNCIL)

I. SUMMARY

In 2022, the City Council approved Cost of Living Adjustments (COLAs) for various represented and unrepresented employee groups within the City of Carson. These adjustments were approved retroactively to July 1, 2021, and included anticipated COLAs through 2023. At the time, the Chief Deputy City Clerk and Chief Deputy City Treasurer classifications were not included in the adjustments, but on April 18, 2023, the City Council adopted Resolution No. 23-075 to approve COLA increases for these classifications, consistent with the increases granted in 2022 for other employee groups in the city. However, the salary tables listed in Resolution No. 23-075 were incorrect and did not accurately reflect the approved increases.

The proposed resolution would amend Resolution No. 23-075 to correct the salary tables for the record, to avoid any confusion. No overpayments have been made.

RECOMMENDATION

ADOPT Resolution No. 23-149, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING RESOLUTION NO. 23-075 TO CORRECT THE LISTED SALARY TABLES FOR THE CLASSIFICATIONS OF CHIEF DEPUTY CITY CLERK AND CHIEF DEPUTY CITY TREASURER"

III. ALTERNATIVES

Take any alternative action deemed appropriate.

IV. BACKGROUND

On March 19, 2019, the City Council adopted Resolution No. 19-045 amending and

restating Resolution No. 77-111, adopting classification specifications for the Chief Deputy City Clerk and Chief Deputy City Treasurer positions. The resolution also included salary tables for both positions and ratified a 2% annual salary increase for the Chief Deputy City Clerk.

In 2022, the City Council approved Cost of Living Adjustments (COLAs) for various represented and unrepresented employee groups within the City. These adjustments were approved retroactively to July 1, 2021, and included anticipated COLAs through 2023. At the time, the Chief Deputy City Clerk and Chief Deputy City Treasurer classifications were not included in the adjustments. However, on April 18, 2023, the City Council adopted Resolution No. 23-075 (Exhibit No. 2) approving the COLA increases for the Chief Deputy City Clerk and Chief Deputy City Treasurer classifications (range 591), to ensure consistency with other employee groups in the City. The approved increases were as follows, per Section 2 of Resolution No 23-075:

- Fiscal Year 2021-22: July 1, 2021 - June 30, 2022 (+7.5% COLA)
- Fiscal Year 2022-23: July 1, 2022 - June 30, 2023 (+5% COLA)
- Fiscal Year 2023-24: July 1, 2023 - June 30, 2024 (+5% COLA)

The Council's intent to approve increases in accordance with the foregoing was also clearly stated in the recitals of the resolution. However, the salary tables listed in Section 3 of the resolution, which were intended to reflect the adjustments made by the approved increases, were erroneous and did not accurately reflect the approved increases. The incorrect tables listed in the resolution were as provided below (for both classifications):

Incorrect Table in Resolution No. 23-075 (monthly salary)

Fiscal Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
2021-22	\$60.33	\$63.35	\$66.52	\$69.84	\$73.33	\$77.00
2022-23	\$63.35	\$66.52	\$69.84	\$73.33	\$77.00	\$80.85
2023-24	\$66.52	\$69.84	\$73.33	\$77.00	\$80.85	\$84.89

The correct salary tables, as confirmed by staff, are as provided below (for both classifications):

Correct Salary Table (monthly salary)

Fiscal Year	Step 1	Step 2	Step 3	Step 3	Step 4	Step 5	Step 6
2021-22	\$50.38	\$52.90	\$55.54	\$58.32	\$64.30	\$67.52	\$70.90
2022-23	\$52.90	\$55.44	\$58.32	\$64.30	\$67.52	\$70.90	\$74.44
2023-24	\$55.44	\$58.32	\$64.30	\$67.52	\$70.90	\$74.44	\$78.16

Adoption of the proposed resolution (Exhibit No. 1) would, effective retroactively as of April 18, 2023, amend Resolution No. 23-075 by replacing the incorrect tables listed in Section 3

with the correct tables as provided above.

The purpose of this recommended action is to clarify the record and avoid any confusion, although payment has at all relevant times been made properly in accordance with the substantive approval given and intended by Resolution No. 23-075, consistent with the correct salary tables set forth above and in the proposed resolution.

V. FISCAL IMPACT

There is no additional fiscal impact, as the funding for the classifications was approved as part of the City Council approved Fiscal Year 2023-24 annual budget.

VI. EXHIBITS

1. Proposed Resolution No. 23-149 (pgs. 4-6)
2. Resolution No. 23-075 (pgs. 7-9)

1.

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