



Legislation Text

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Report to Mayor and City Council

Tuesday, September 19, 2023

Discussion

SUBJECT:

CONSIDER ADOPTING RESOLUTION NO. 23-152, ESTABLISHING THE SALARY AND BENEFITS FOR UNCLASSIFIED MANAGEMENT EMPLOYEES EFFECTIVE NOVEMBER 1, 2022 (CITY COUNCIL)

I. SUMMARY

It is necessary to clearly and comprehensively re-establish and restate the salary and benefits for Unclassified Management Employees, for clarity and to correct prior discrepancies. The proposed resolution would do so.

II. RECOMMENDATION

ADOPT RESOLUTION NO. 23-152, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, ESTABLISHING THE SALARY AND BENEFITS FOR UNCLASSIFIED MANAGEMENT EMPLOYEES EFFECTIVE NOVEMBER 1, 2022, AND RESCINDING RESOLUTION NO. 23-037."

III. ALTERNATIVES

Take another action that City Council deems appropriate, consistent with applicable law.

IV. BACKGROUND

The City Council adopted: (i) Resolution No. 14-091 on November 18, 2014, establishing the salary and benefits for Unclassified Management Employees; (ii) Resolution No. 15-124 on November 17, 2015, fixing the employer's contribution under the Public Employees' Medical & Hospital Care Act (PEMHCA), effective January 1, 2016; (iii) Resolution No. 15-125 on November 17, 2015, establishing the City of Carson's vesting contribution under section 22893.1 of PEMHCA, effective January 1, 2016; (iv) Resolution No. 16-095 on August 2, 2016, establishing the salary and benefits for Unclassified Management Employees; (v) Resolution No. 18-170 on December 4, 2018, establishing the salary and

benefits for Unclassified Management Employees; and (vi) Resolution No. 19-015 on January 8, 2019, establishing the salary and benefits for Unclassified Management Employees.

On November 1, 2022, the City Council adopted Resolution No. 22-149, amending the salaries and benefits for Unclassified Management Employees. The resolution established the updated salary and benefit terms, inclusive of the adjustments increasing compensation as well as the pre-existing terms that were not adjusted. However, after adoption of the resolution, staff determined that certain non-substantive modifications to the language of the resolution were needed.

On November 15, 2022, the City Council adopted Resolution No. 22-235, amending and restating the salary and benefits for Unclassified Management Employees. Resolution No. 22-235 made the necessary non-substantive modifications and included the adjusted salary tables as Appendices A-D attached thereto. Resolution No. 22-235 also stated that it rescinded all prior resolutions regarding the salary and benefits of Unclassified Management Employees, including but not limited to Resolution No.'s 14-091, 16-095, and 18-170, and that to the extent Resolution No. 22-235 provided benefits in excess of or different from the benefits provided in Resolution No.'s 15-124 and 15-125, the provisions of Resolution No. 22-235 shall control. Resolution No. 22-235 was made effective as of November 1, 2022, the date of the Council's adoption of the underlying substantive changes via Resolution No. 22-149.

On February 7, 2023, the City Council adopted Resolution No. 23-037. The intent of the City Council in adopting Resolution No. 23-037, and of City staff in preparing the resolution for adoption, was simply to amend subsection 1.1 of Section 1 (Salary Range Adjustments of Unclassified Management Employees) of Article II (Compensation) of Section 3 of Resolution No. 22-235 to add the following language: "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." However, due to discrepancies in Resolution No. 23-037 and the City's adoption thereof, such as not attaching the salary table appendices, the action actually taken did not clearly reflect the aforementioned intent. Additionally, Resolution No. 23-037 provided, in Section 2, that it rescinded and superseded Resolution No. 22-235.

City staff recommends adoption of the proposed resolution to clearly and comprehensively re-establish and restate the salary and benefits for the Unclassified Management Employees, including the above-referenced amendment to subsection 1.1 and the salary table appendices, to clarify and correct the foregoing discrepancies, effective November 1, 2022. The proposed resolution would also correct a discrepancy in Sections 9.2 and 9.3 of Article II by changing the 100 hours previously stated in Section 9.2 and the 90 hours previously stated in Section 9.3 to 250 hours in both sections, consistent with the change previously made to Section 9.4; the revised figures in Sections 9.2 and 9.3 were substantively approved as part of the prior approval, but due to an oversight, these figures

were not updated in the prior resolutions. Also, the effective date referenced in the Appendix B table has been corrected, consistent with the prior approval and as stated in Section 1.2 of Article II.

The proposed resolution would rescind Resolution No. 23-037 and supersede any prior conflicting resolutions.

V. FISCAL IMPACT

NONE

VI. EXHIBITS

Exhibit 1 - Resolution No. 23-152, UME Salaries and Benefits (pgs. 4-25)

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