



Legislation Details (With Text)

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Title: CONSIDERATION OF RESOLUTION NO. 18-118 AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A NEW SALARY RANGE FOR SENIOR BUYER (CITY COUNCIL)

Sponsors:

Indexes:

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Attachments: 1. Resolution No. 18-118

| Date | Ver. | Action By | Action | Result |
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| 9/4/2018 | 1 | City Council | | |

Report to Mayor and City Council

Tuesday, September 04, 2018

Consent

SUBJECT:

CONSIDERATION OF RESOLUTION NO. 18-118 AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A NEW SALARY RANGE FOR SENIOR BUYER (CITY COUNCIL)

I. SUMMARY

The current salary associated with the Senior Buyer job classification specification is not appropriate matched to the role as a result of changes made due to staffing limitations in the past. This salary range requires a correction to reflect the appropriate compensation for the current job classification specification.

II. RECOMMENDATION

1. WAIVE further reading and APPROVE Resolution No. 18-118, amending the Classification Plan, Resolution No. 77-111, adopting a new salary range for Senior Buyer.

1.

III. ALTERNATIVES

TAKE any action deemed appropriate.

IV. BACKGROUND

When the Purchasing Manager retired in 2014, an incumbent Senior Buyer assumed additional responsibilities until the City was able to conduct a formal recruitment to backfill the Purchasing Manager role. As a result of performing said duties, the City reclassified the job specification for the Senior Buyer to include said duties and increased the pay of the Senior Buyer to reflect such. This business need decision created a hybrid Senior Buyer/Purchasing Manager role and as a result allowed the City to realize cost savings.

On June 19, 2018, the City Council approved the High Priority Staffing funding Requests as part of the FY 2018-2019 Budget. Staff recommended and Council approved that the Buyer in the Finance Department would be reclassified to a Senior Buyer. This action was requested due to the increased and assumed duties by the Buyer.

The salary range currently associated with the Senior Buyer currently reflects the former hybrid role previously described. In order to reclassify the Buyer to Senior Buyer, it is necessary to update the salary range from salary range 152, \$6,012 - \$7,824 to salary range 148, \$5,555 - \$7,088. Staff is confirming that the Senior Buyer is assigned to the Carson Professional and Supervisors Association (CPSA) and it has been indicated as such in the updated High Priority Staffing Request spreadsheet.

- V. FISCAL IMPACT

The fiscal impact is relatively the same as indicated in the FY 2018-2019 Approved Annual Budget.

VI. EXHIBITS

1. Resolution 18-118

1.

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