



CITY OF CARSON

Legislation Text

File #: 2022-529, Version: 1

Report to Mayor and City Council

Tuesday, June 21, 2022

Consent

SUBJECT:

CONSIDERATION OF RESOLUTION NO. 22-124, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A REVISED JOB CLASSIFICATION SPECIFICATION, RETITLING GERIATRIC AIDE TO SENIOR SERVICES AIDE, AMENDING RESOLUTION 20-048, AND ALLOCATING GERIATRIC AIDE TO A NEWLY ESTABLISHED SALARY RANGE (CITY COUNCIL)

I. SUMMARY

In collaboration with the Community Services Division, within the Community Services/Parks & Recreation Department, Human Resources personnel are presenting updated job specifications and salary allocation for the Geriatric Aide, which is an unrepresented and unclassified part-time position within the City of Carson human capital.

II. RECOMMENDATION

WAIVE further reading and ADOPT Resolution No. 22-529, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A REVISED JOB CLASSIFICATION SPECIFICATION, RETITLING GERIATRIC AIDE TO SENIOR SERVICES AIDE, AMENDING RESOLUTION 20-048, AND ALLOCATING GERIATRIC AIDE TO A NEWLY ESTABLISHED SALARY RANGE"

III. ALTERNATIVES

Take any action necessary.

IV. BACKGROUND

Among the many services offered by the City of Carson to its residences, services targeting the City's senior population have been increasing and changing. The current job specifications and classification title for Geriatric Aide are limiting the City's abilities to deliver desired services to the targeted population. For example, the current title of Geriatric Aide limits market visibility for interested candidates, as it reflects language utilized predominantly in the medical field instead of human services. As such, staff is recommending the Geriatric Aide to be retitled into Senior Services Aide

Furthermore, the lack of a published salary range associated with this position limits Human Resources personnel to publishing recruitment flyers/job bulletins reflecting only the applicable state minimum wage (currently \$15.00/hour). It also provides no room for merit increases as with other unrepresented part-time positions. The lack of possibility of get a raise incentives current incumbent within those positions to leave their jobs for better employment, as well as deter potential candidates from applying.

Human Resources personnel worked with Michael Whittiker, Director of Community Services/Parks & Recreation, Bobby Grove, Community Services Superintendent and Dani Cook, Human Services Supervisor to identify and recommend the following salary range:

Step 1	Step 2	Step 3	Step 4
\$20.00	\$20.50	\$21.02	\$21.55

Human Resources personnel believes that by adopting staff's recommendations, the City will be able to attract and retain qualified candidates to perform the duties listed within the revised job specifications.

V. FISCAL IMPACT

There may be a limited fiscal impact of an additional \$10,000.00/fiscal year, as this is a part-time on-call position, funded on the basis of total work hours. Also, the proposed increase in hourly rates constitute a limited impact on the Community Services/Parks & Recreation Department overall part-time budget. Any future fiscal impact will be presented by the Community Services/Parks & Recreation Department during the middle-year budget realignment.

VI. EXHIBITS

1. Resolution 22-124
2. Geriatric Aide - redlined job specifications
3. Senior Services Aide - finalized job specifications

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