



Legislation Text

File #: 2022-636, Version: 1

Report to Mayor and City Council

Tuesday, November 01, 2022

Consent

SUBJECT:

CONSIDER MULTIPLE RESOLUTIONS AMENDING THE SALARIES AND BENEFITS OF UNCLASSIFIED, NON-REPRESENTED FULL-TIME MANAGEMENT EMPLOYEES EFFECTIVE NOVEMBER 1, 2022 (CITY COUNCIL)

I. SUMMARY

Resolution No. 22-149 (Exhibit 1) is being presented to the City Council for consideration and approval. This resolution amends the salary and benefits for Unclassified, Non-Represented Full-Time Employees. Resolution No. 22-149 amends and restates prior resolutions related to the salary and benefits afforded to Unclassified, Non-Represented Full-Time Management Employees.

II. RECOMMENDATION

WAIVE further reading and ADOPT the following Resolutions:

1. Resolution No. 22-149 "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING AMENDMENTS TO THE SALARIES AND BENEFITS OF UNCLASSIFIED MANAGEMENT EMPLOYEES EFFECTIVE JULY 1, 2021."
2. Resolution No. 22-223, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE FISCAL YEAR 2022-23 BUDGET, IN VARIOUS DEPARTMENTS, FOR THE ADJUSTMENT OF SALARIES AND BENEFITS OF PERSONNEL RESULTING FROM AMENDMENTS TO THE COMPENSATION RESOLUTION FOR UNCLASSIFIED MANAGEMENT EMPLOYEES."

III. ALTERNATIVES

TAKE another action the City Council deems appropriate.

IV. BACKGROUND

The salary and benefits for Unclassified, Non-Represented Full-Time Employees are established by Resolution No. 22-149 after approval of the City Council. Resolution No. 22-149 adjusts the salary for Unclassified, Non-represented Full-Time Employees effective July 19, 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%). Additionally, the Deputy City Manager compensation has been adjusted to maintain a five percent (5%) step separation of pay from Department Directors. And similarly, the Assistant City Manager compensation has been adjusted to maintain a five percent (5%) step separation of pay from the Deputy City Manager.

It should be noted that the proposed salary tables have been recalculated to account for the aforementioned step separations in light of anticipated cost of living adjustments (COLAs) being presented in the Memorandums of Understanding for represented full time employees who report to the unclassified managers listed in this resolution. As a result, the proposed salary range for Department Directors reflects a seventeen-point six percent (17.6%) increase above the current salary range.

Additionally, the previous resolutions provided for a twenty percent (20%) separation of pay between Department Directors and their subordinate managers. Unfortunately, prior administrations had not adhered to this provision of the resolutions over time and as a result there has been significant compaction in the compensation of Directors. As such, staff is recommending that the City Council approve a budget amendment to provide retroactive payment to Department Directors that have been impacted by this compaction.

The Unclassified Management Employees are the Assistant City Managers, Deputy City Manager, and the Department Directors. The Resolution also includes the salary and benefits provided to Unclassified Management Employees as per previously approved resolutions of the City Council.

V. FISCAL IMPACT

The adopted Fiscal Year 2022-23 General Fund operating budget does not currently include an allocation for the proposed increases in compensation and retroactive compaction payments. As such, staff recommends that City Council consider approving a budget amendment (Exhibit 2 - Resolution No 22-223) in the amount of \$511,305 from the undesignated fund reserve to various salaries and benefits accounts in the current fiscal year operating budget to accommodate these adjustments.

VI. EXHIBITS

1. Exhibit 1 - Resolution No. 22-149, Salaries and Benefits Terms (pgs.3-22)
2. Exhibit 3 - Resolution No. 22-223, Budget Amendment (pg. 23-25)

Prepared by: City Manager's Office