



## Legislation Text

File #: 2022-944, Version: 1

### Report to Mayor and City Council

Tuesday, November 15, 2022

Consent

#### **SUBJECT:**

**CONSIDER ADOPTING RESOLUTION NO. 22-235 ESTABLISHING THE SALARY AND BENEFITS FOR UNCLASSIFIED MANAGEMENT EMPLOYEES EFFECTIVE NOVEMBER 1, 2022, AND RESCINDING RESOLUTION NOS. 14-091, 15-124, 15-125, 16-095, 18-170, AND 22-149 AND ANY OTHER PRIOR SIMILAR RESOLUTIONS (CITY COUNCIL)**

#### **I. SUMMARY**

Resolution No. 22-235 (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. 22-235 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 Resolution No. 22-149 "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 NOS. 14-091, 15-124, 15-125, 16-095, 18-170, AND 22-149 AND ANY OTHER PRIOR SIMILAR RESOLUTIONS"

1.

#### **III. ALTERNATIVES**

TAKE another action the City Council deems appropriate.

#### **IV. BACKGROUND**

On November 1, 2022, City Council approved Resolution No. 22-149 establishing the salary and benefits for unclassified management employees. During discussion of the item, the City Council was advised by the City Attorney that minor edits and modifications were required in the resolution. The City Council adopted the resolution with proposed

edits made on the floor. However, upon further review, staff determined that other language required modification, albeit not substantive in nature.

As presented to City Council on November 1, 2022, the prior resolution adjusted the salary for Unclassified, Non-represented Full-Time Employees effective July 1, 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**

On November 1, 2022, City Council approved Budget Resolution No. 22-223 to allocate sufficient funding to the Fiscal Year 2022-23 operating budget to accommodate the increased salaries and benefits for unclassified management employees.

## **VI. EXHIBITS**

1. Exhibit 1 - Resolution No. 22-235, Salaries and Benefits Terms (pgs.3-23)
2. Exhibit 2 - Appendices A-D Salary Schedules (pg. 24-27)

Prepared by: City Manager's Office