

Agenda Report

December 17, 2018

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPTION OF A RESOLUTION ADOPTING A CITY-WIDE SALARY SCHEDULE

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the action proposed herein is not a "project" as defined in the California Environmental Quality Act (CEQA), Public Resources Code Section 21065 and Section 15378(b)(2) of the State CEQA Guidelines and, as such, is not subject to environmental review.
2. Adopt a resolution adopting a City-wide salary schedule.

BACKGROUND:

The wages, benefits, and other terms and working conditions of employment for all classifications in the City workforce are established through a Memorandum of Understanding (MOU) for represented classifications, or via salary resolution for unrepresented classifications. Each MOU and salary resolution contains a salary schedule reflecting the pay rates and their effective dates for all classifications within that bargaining unit or unrepresented employee group. The California Public Employees' Retirement System (CalPERS) utilizes these pay rates to establish compensation earnable for purposes of determining retirement benefits. CalPERS requires that pay rates be paid pursuant to a publically available salary schedule approved by a member agency's governing body in order to qualify as compensation earnable for purposes of retirement. Compensation reported to CalPERS may not exceed the maximum pay rate established in the publically available salary schedule approved by the governing body.

In the past, it was sufficient for member agencies to approve salary schedules by individual bargaining unit or salary resolution. However, CalPERS now requires that member agencies regularly approve agency-wide salary schedules as pay rates change. Such salary schedules must be approved by the member agency's governing body. As a result, staff has prepared for City Council approval a City-wide salary

salary schedule that include pay rates for all classification in one comprehensive document. This salary schedule includes all relevant information required by CalPERS, including the title and pay range or step schedule for every classification in the City service as well as the effective date of the pay rates. Approval of the City-wide salary schedule will ensure continued compliance with CalPERS regulations concerning the adoption of publically available pay schedules.

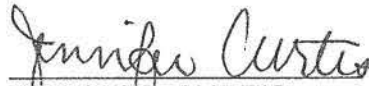
COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility.

FISCAL IMPACT:

There is no fiscal impact associated with this item as all pay rates included on the City-wide salary schedule have previously been approved by the City Council via approval of individual MOUs and salary resolutions.

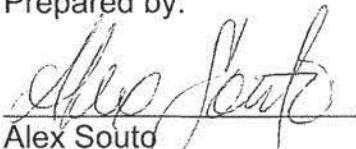
Respectfully Submitted,



JENNIFER CURTIS

Director of Human Resources

Prepared by:



Alex Souto
Human Resources Manager

Approved by:



STEVE MERMELL
City Manager

Attachments:

1. City of Pasadena City-wide Salary Schedule
2. Resolution of the City Council of Pasadena adopting a City-wide salary schedule