

Agenda Report

June 12, 2023

TO: Honorable Mayor and City Council
FROM: Human Resources
**SUBJECT: ADOPTION OF SALARY RESOLUTION FOR EXECUTIVE
MANAGEMENT EMPLOYEES**

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action herein is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) (Common Sense Exemption); and
2. Adopt the Executive Management Salary Resolution.

BACKGROUND:

The City Council establishes by resolution the salaries and benefits for classifications that are not represented by an employee association or union. The City Council may adopt salary resolutions as necessary to adjust wages, benefits and working conditions for non-represented employees. The non-represented employee resolutions are typically reviewed once annually.

As part of the annual review of the non-represented employee salary resolutions, staff has updated the Executive Management salary resolution to include a 3% across-the-board salary increase as well as an additional increase to two public safety classifications to preserve internal alignment and maintain parity with comparable classifications in represented safety groups.

The changes to the executive management resolution are summarized as follows:

Executive Management:

1. Salary Increases:

- a. Effective June 19, 2023, executive employees, with the exception of Council-appointed executives, will receive a wage increase in the amount of 3%.
- b. Effective June 19, 2023, the following classifications will receive an additional labor market and/or internal equity increase to the control rate as follows:
 1. Police Chief: 1.5%
 2. Fire Chief: 1.35%
2. Eliminate PEPRRA Cost-share.
3. Movement through Salary Range: Increase from "up to 5%" to "up to 7%."
4. Add employee-paid State Disability Insurance (SDI) program – (1% of Salary).
5. Increase Tuition Reimbursement from \$2,000 to \$5,000.
6. Conduct a market-based salary survey for executive positions and review internal alignment.
7. Add holiday language adding Cesar Chavez Day and Juneteenth in exchange for Lincoln's Birthday (to be effective once bargained with all unions).
8. The Executive Salary Resolution includes additional non-economic language changes, including routine annual updates to medical benefit contribution rates.

COUNCIL POLICY CONSIDERATION:

The recommended changes to the salary resolution supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

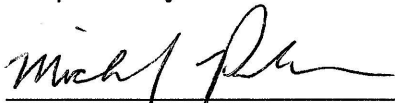
The fully burdened FY 2024 cost of the recommended increases is approximately \$182,000, which will be absorbed into departmental operating budgets. Approximately 70% of the cost is funded directly through the General Fund.

Respectfully submitted,



TIFFANY JACOBS-QUINN
Director of Human Resources

Prepared by:



Michael Paliwoda
Principal HR Analyst

Approved by:



MIGUEL MARQUEZ
City Manager

Attachment A – Executive Management Salary Resolution