

Agenda Report

December 16, 2024

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPT A RESOLUTION UPDATING THE SALARIES OF FOUR EXISTING CLASSIFICATIONS REPRESENTED BY LIUNA

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action in the agenda report is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) "Common Sense" exemption; and
2. Adopt a Resolution Updating the Salaries of Four Existing Classifications Represented by LIUNA.

BACKGROUND:

The Human Resources Department's Labor Relations and Classification & Compensation Division is responsible for managing classification and compensation work for the City. Periodically there is a need to update or add job classifications and salary rates as duties and the operational needs of the City change over time and the marketplace adjusts. The City's Manual of Personnel & Administrative Rules establishes a comprehensive process for classification submission in which the Human Resources Department reviews, approves, and provides recommendations on classification requests.

A provision in the Memorandum of Understanding (MOU) between the City and Laborers' International Union of North America (LIUNA) also provides a compensation review for classifications or classification series as outlined in the MOU. The following series were reviewed:

Community Services Rep I
Community Services Rep II
Community Services Rep III

The Police Department requested a compensation review of the Helicopter Maintenance Technician to ensure continued competitiveness in the marketplace. The following classification was reviewed:

Helicopter Maintenance Technician

As a result of the reviews above, Human Resources recommends updating the salary control rate of four existing classifications. The recommended salary control rates for all classifications were determined following an analysis of comparable classifications in the labor market and/or an analysis of internal alignment with comparable classifications within the City. All recommended changes are intended to support the City's ability to recruit and retain skilled personnel in a highly competitive labor market. These recommendations also provide standard differentials and alignments between the levels in the series. This action does not require any additional FTEs. Staff has conferred with the LIUNA bargaining unit and they are supportive of the proposed salary adjustments.

Community Services Rep series and related classifications

Community Services Rep I: Establish a new control rate of \$24.8904 per hour for the existing classification of Community Services Rep I. The existing control rate is \$21.3599 per hour.

Community Services Rep II: Establish a new control rate of \$29.8682 per hour for the existing classification of Community Services Rep II. The existing control rate is \$25.9724 per hour.

Community Services Rep III: Establish a new control rate of \$34.3485 per hour for the existing classification of Community Services Rep III. The existing control rate is \$29.9269 per hour.

The Community Services Rep series is represented by the Laborers' International Union of North America.

Helicopter Maintenance Technician and related classifications

Helicopter Maintenance Technician: Establish a new control rate of \$53.0899 for the existing classification of Helicopter Maintenance Technician. The existing control rate is \$52.0261.

Helicopter Maintenance Technician is represented by the Laborers' International Union of North America.

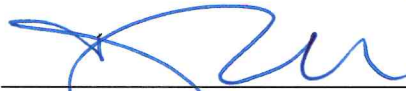
COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

Approval and implementation of the updated salaries will have a fiscal impact of up to \$150,894 in FY 2025 (pro-rated) and up to \$301,788 in FY 2026. Approximately 80% of the costs will impact the Health Fund and the remaining 20% will impact other funds (General Fund – 11%, and Other Funds – 9%). The costs will be absorbed within the annual operating budget of each respective department. However, staff will monitor personnel expenses and request additional appropriations during the fiscal year if necessary.

Respectfully Submitted,



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Human Resources Director

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Approved by:



MIGUEL MÁRQUEZ
City Manager

Attachments:

Attachment A – Resolution updating the salaries of four existing classifications