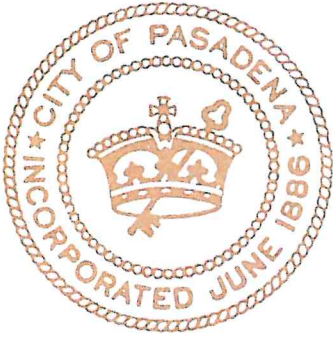




Agenda Report

October 27, 2026

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPT A RESOLUTION UPDATING THE SALARY OF TWO 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 Public Resources Code Section 21065 and within the meaning of California Environmental Quality Act ("CEQA") Guidelines Section 15378(b); and
2. Adopt a Resolution updating the salary of two 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 classifications were reviewed:

Parking Enforcement Representative
Senior Parking Enforcement Representative

As a result of the reviews above, Human Resources recommends updating the salary control rate of two 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, as well as each department's ability to absorb the increases in the current operating budget appropriations. All recommended changes are intended to support the City's ability to recruit and retain skilled personnel in a 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. The LIUNA bargaining unit is supportive of the proposed salary adjustments.

Parking Enforcement Representative series

Parking Enforcement Representative: Establish a new control rate of \$36.4130 per hour for the existing classification of Parking Enforcement Representative. The existing control rate is \$30.8585 per hour.

Senior Parking Enforcement Representative: Establish a new control rate of \$40.0543 per hour for the existing classification of Senior Parking Enforcement Representative. The existing control rate is \$36.2362 per hour.

The Parking Enforcement Representative and Senior Parking Enforcement Representative are represented by the LIUNA.

COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability by periodically reviewing and updating the classifications and salaries of City employees.

ENVIRONMENTAL ANALYSIS:

The proposed action is not a "project" subject to the California Public Resources Code Section 21065 and within the meaning of California Environmental Quality Act ("CEQA") Guidelines Section 15378(b). The proposed action constitutes a continuing administrative or organizational activity that will not result in a direct or reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT:

Approval and implementation of the updated salaries will have a fiscal impact of up to \$82,193 in FY 2027 (pro-rated) and up to \$118,723 in FY 2028. One hundred percent (100%) of the costs will impact the General Fund. The costs will be absorbed within the annual operating budget of the Department of Transportation. However, staff will monitor personnel expenses and request additional appropriations during the fiscal year if necessary.

Respectfully submitted,



TIFFANY JACOBS-QUINN
Human Resources Director

Prepared by:



Sarah Wong
Human Resources Analyst

Approved by:



MATTHEW E. HAWKESWORTH
Interim City Manager