

City of Sacramento

Legislation Text

File #: 2021-00193, **Version:** 1

Title:

Approval of Salary Schedule and the Employer-Employee Relations Policy

File ID: 2021-00193

Location: Citywide

Recommendation:

Adopt a Resolution: 1) approving adjustments to the Citywide Salary Schedule; 2) amending the Employer-Employee Relations Policy (EERP); and 3) authorizing the City Manager or the City Manager's designee to make minor changes or adjustments to the exhibits in order to correct omissions and errors in the salary schedule and EERP.

Contact: Leslie Wisniewski, Labor Relations Officer, (916) 808-5422, Human Resources - Labor Relations

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-Salary Schedule Redline
- 3-EERP Redline
- 4-City Resolution
- 5-Exhibit A - Salary Schedule Final
- 6-Exhibit B - EERP Final

Description/Analysis

Issue Detail: The City's Human Resources Department Labor Relations Division and the Sacramento City Exempt Employees Association (SCXEA) participated in a meet and confer process regarding changes to the Special Districts Manager classification compensation.

As a result of the meet and confer process, the Department of Human Resources is recommending a sixteen and six one-hundredths percent (16.06%) increase in the salary schedule for the Special Districts Manager classification.

The City's Human Resources Department Labor Relations Division and the International Union of

Operating Engineers, Stationary Engineers, Local 39 participated in a meet and confer process regarding changes to the Community Service Representative II and Community Service Representative I classifications and compensation.

As a result of the meet and confer process, the Department of Human Resources is recommending a six and eighty-six one-hundredths percent (6.86%) increase in the salary schedule for the Community Service Representative II and the Community Service Representative I.

The California Code of Regulations requires that the City Council adopt the City's salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publicly available. These publicly adopted rates are used by CalPERS to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

The specific changes to the City's Salary Schedule are presented in two versions, a red-lined version of changes to the Salary Schedule as Attachment 2, and a clean copy of the City's Salary Schedule is included as Exhibit A to the Resolution.

The City recently established a new classification of Office of Public Safety and Accountability Inspector General, commonly referred to as "Inspector General." The Employer-Employee Relations Policy (EERP) has been revised to reflect the establishment of this new classification. The specific changes to the EERP are presented in two versions, a red-lined version of text changes to the EERP is included as Attachment 3, and a clean copy of the revised EERP for Council approval is included as Exhibit B to the Resolution.

Policy Considerations: Approval of this action by the City Council is consistent with the City's legal obligation under the CalPERS law.

Economic Impacts: None.

Environmental Considerations: This report concerns administrative activities that will not have a significant effect on the environment and that do not constitute a "project" as defined by the California Environmental Quality Act (CEQA) Guidelines Sections 15061(b)(3) and 15378(b)(2).

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Approval of this action will establish compliance with the California Code of Regulations §570.5.

Financial Considerations: The impacts of any new salary created due to the creation of this new classification is included in the City's current budget.

Local Business Enterprise (LBE): Not applicable.