



Staff Report

TO: City Council
FROM: Kari Mendoza, Administrative Services Director
DATE: October 15, 2024
SUBJECT: Authorize Changes to the Uniform Compensation Plan

Description The uniform compensation plan has been updated to reflect City Council direction for market salary adjustments for classifications found under market median.

Background and Analysis:

Management was approached by individuals and union representatives regarding median salary ranges and concerns about classifications, market equity and recruitment concerns. The current memoranda of understanding were negotiated in 2021 and 2022 and remain in effect until June 2026.

Due to these concerns staff began compensation only surveys utilizing our subscriptions to Neogov Salary Study and Govinvest Live Compensation Module. The following classifications were determined to be greater than 10% under market median: Engineering Development Technician I, Executive Assistant, Procurement Contract Specialist, Public Safety Dispatcher I, Public Safety Dispatcher II, Senior Engineer and Wastewater Collections Supervisor.

Should City Council approve the proposed plan as shown in the attachment, the new salary ranges will become effective October 25, 2024, the first full pay period following tonight's action. Additionally, staff will release a request for proposals for a full classification and compensation as agreed to in the current memoranda of understanding.

Fiscal Impact:

The fiscal impact for the remainder of FY 24/25 is approximately \$69,600 to the general fund and \$6,000 to the Wastewater fund. City staff estimates the cost to prepare this staff report to be \$540.

Recommended Action:

Approve the attached Uniform Compensation Plan.

Attachments:

- A. Uniform Compensation Plan (redlined and clean)