

“We are a welcoming, active, and business-friendly rural foothill community built on California's rich gold rush history.”



City Manager's Report

January 10, 2023, City Council Meeting

Prepared by: M. Cleve Morris, City Manager

Dave Warren, Assistant City Manager/Director of Finance

Item #: 7.6

Subject: Adopt a Resolution retroactively approving and affirming a salary schedule effective January 7, 2023.

Purpose:

To approve the new salary schedule and implement the salary and benefit provisions of the latest Memorandum of Understanding (MOU) with the International Union of Operating Engineers, Stationary Engineers, Local 39 (Local 39).

Strategic Plan Strategy:

Meet financial commitments and reporting requirements.

Background:

In 2022, the City completed labor negotiations with the Local 39 unit, and effective January 7, 2023, employees will begin receiving an additional salary adjustment based on those negotiations. Staff recommends the City Council approve similar salary provisions for the Confidential, Executive Management, and Supervisory Units. Staff has prepared a new salary schedule with these adjustments and recommends the City Council approve the said salary schedule effective January 7, 2023.

Discussion:

At its meeting held on August 10, 2021, the City Council approved an agreement with Bryce Consulting, Inc. to perform a Citywide compensation study. The comparable agencies included in the study were City of Auburn, City of Galt, City of Grass Valley, City of Ione, City of Nevada City, City of Maryville, City of Oroville, City of South Lake Tahoe, El Dorado County, and El Dorado Irrigation District. The study was completed in early 2022 and was incorporated with the labor negotiations with Local 39.

At its meeting held on August 9, 2022, the City Council ratified the MOU with Local 39. One of the provisions of the MOU is a salary increase (COLA) based on the annual change in the San Francisco-Oakland-San Jose Consumer Price Index-All Urban Consumers (CPI) from February 2021 to February 2022 with minimum increase of 2.00% and a maximum increase of 4.00% effective the first full pay period in January 2023, which falls on January 7, 2023. The actual CPI for that period of time was 5.2%. So, the COLA was determined to be the maximum rate of 4.00%. A second provision provides an additional 1.00% salary adjustment based on the weighted average of the results from the salary study recently performed by Bryce Consulting, Inc. The salary study adjustment varies for each position depending on the current position salary as compared to the

market median salary. The salary study adjustments vary from 0.70% to 7.85%. Attachment “B” lists the positions and the overall percentage change in salary.

At its meeting held on June 14, 2022, the City Council adopted Resolutions 9085, 9086, and 9087 that outlined the same salary and benefit provisions for the Confidential, Executive Management, and Supervisory Employee Units respectfully.

Accordingly, staff recommends the City Council approve a new salary schedule with the 4.00% COLA increase and the salary study adjustments for all affected non-sworn positions within Local 39 as well as the Confidential Unit, the Executive Management Unit, and the Supervisory Unit, which are unrepresented. Staff also recommends that the salary study adjustments be made for sworn administrative positions including the Chief of Police and Police Commander positions.

If approved, the salaries for the positions listed in Attachment “B” will be adjusted accordingly. The salaries for all other positions will remain the same.

Options:

1. Adopt a resolution retroactively approving and affirming the new salary schedule and salary and benefit provisions as presented.
2. Direct Staff to take another action.

Environmental:

Tonight’s actions are not applicable.

Cost:

The projected cost of the salary increases mentioned above included in the new salary schedule is \$134,074 during Fiscal Year 2022/2023.

Budget Impact:

The City Council adopted Fiscal Year 2022/2023 Operating Budget which assumed the \$134,074 salary and benefit provisions mentioned above.

Recommendation:

Adopt a Resolution retroactively approving and affirming a salary schedule effective January 7, 2022.



M. Cleve Morris, City Manager



**Dave Warren, Assistant City Manager/
Director Finance**

Attachments:

1. Position/Salary Increase List
2. Resolution-Salary Schedule
3. Salary Schedule