

STAFF REPORT

TO: HONORABLE MAYOR AND CITY COUNCIL
FROM: MARNIE BARRETT, HUMAN RESOURCES COORDINATOR
SUBJECT: PROPOSED EQUITY ADJUSTMENTS TO SALARIES FOR FIVE JOB CLASSES REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 620 (SEIU)

Marnie Barrett

BACKGROUND

The 2009 - 2011 Memorandum of Understanding (MOU) with Service Employees International Union Local 620 (SEIU) provides in Article II, Section 2 that a salary survey conducted by the City be used as the basis for meeting and conferring regarding salary increases for specific job classes in the unit, with 2% of base pay for the unit to be applied towards such equity adjustments. The negotiated Addendum ("side letter") to the MOU provided for a deferral of the equity adjustments until January 1, 2011.

DISCUSSION

The Parties have met and conferred on this item, and the employees represented by SEIU have agreed to a formula for equity adjustments for five specific job classes: Equipment Mechanic II, Administrative Secretary, Recreation Coordinator, Account Clerk, and Customer Service Representative. Equity adjustments for the five job classes were calculated by adding 90% of the difference between their current salaries and the averaged salaries of the agencies surveyed. The 90% of the average salaries is slightly less than the 2% of base pay for the unit as negotiated in the 2009-2011 MOU. The adjustments will be retroactive to January 1, 2011, as negotiated.

ALTERNATIVES

The City Council has the following alternatives to consider:

1. Adopt the Resolution Amending the Classification and Compensation Plan Resolution No. 02-73, as amended, for five job classes represented by SEIU Local 620; or
2. Provide staff with alternative direction.

APPROVED FOR FORWARDING


ROBERT PERRAULT
CITY MANAGER

Please Review for the Possibility of a Potential Conflict of Interest:

- None Identified by Staff
- Shoals
- Nicolls
- Bright
- Molnar
- Peterson

Meeting Date: May 16, 2011

Agenda Item No. 7

RECOMMENDED ACTION

It is recommended that the City Council adopt the Resolution Amending the Classification and Compensation Plan Resolution No. 02-73, as amended, for five job classes represented by SEIU Local 620.

FISCAL IMPACT

Funds have been appropriated in the FY 11 Budget for this activity. The cost to the City for six months of FY 11 (January 1 – June 30, 2011) is \$7,539 for salaries and \$962 for associated benefits, for a total of \$8,501.

PUBLIC NOTIFICATION

The agenda was posted in accordance with the Brown Act. A copy of this Staff Report and the meeting agenda were provided to Mike Woods, Lead Negotiator for SEIU Local 620, and members of the negotiating team.

Attachments

1. Resolution amending the Classification and Compensation Plan Resolution No. 02-73, as amended, for five job classes represented by SEIU Local 620.

RESOLUTION NO. 11-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GROVER BEACH, CALIFORNIA,
AMENDING RESOLUTION NO. 02-73 TO ADJUST SALARY RANGES
FOR CERTAIN JOB CLASSES REPRESENTED BY
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 620 (SEIU)**

WHEREAS, Resolution No. 02-73 was adopted by the City Council on September 17, 2002, establishing rules governing compensation rates and related requirements for all job classes; and

WHEREAS, the City Council is desirous of amending Resolution No. 02-73, as amended, to bring it into conformance with the agreement with SEIU for fiscal years 2009 through 2011; and

WHEREAS, salary increases have been negotiated for the following five job classes: Equipment Mechanic II, Administrative Secretary, Recreation Coordinator, Account Clerk, and Customer Service Representative.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Grover Beach does hereby amend the Salary Schedule of the Classification and Compensation Plan Resolution No. 02-73 with the attached Exhibit "A".

On motion by Council Member _____, seconded by Council Member _____, and on the following roll-call vote, to wit:

AYES: Council Members -
NOES: Council Members -
ABSENT: Council Members -
ABSTAIN: Council Members -

the foregoing Resolution was **PASSED, APPROVED, and ADOPTED** at a Regular meeting of the City Council of the City of Grover Beach, California this 16th day of May, 2011.

DRAFT

JOHN P. SHOALS, MAYOR

Attest:

DONNA L. McMAHON, CITY CLERK

Exhibit A
SALARY SCHEDULE
Effective 01/01/2011 - Revised

Compensation Plan -- Salary Ranges

	<u>Exempt</u>	<u>STEPS</u>				
		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
<u>Section 1 - Executive Management</u>						
City Manager	*	10344	-	-	-	12690
Police Chief	*	9181	-	-	-	11016
Administrative Services Director	*	8415	-	-	-	10034
Community Development Director	*	8213	-	-	-	9985
Public Works Director/City Engineer	*	8213	-	-	-	9985
Parks & Recreation Director	*	6447	-	-	-	7941
<u>Section 2 - Management & Confidential</u>						
Police Lieutenant	*	6811	7152	7510	7886	8280
Planning Manager	*	5914	6210	6521	6847	7189
Economic Development Specialist	*	5914	6210	6521	6847	7189
City Clerk/Executive Assistant	*	5332	5599	5879	6173	6482
Building Official	*	5272	5536	5813	6140	6409
Public Works Superintendent	*	5164	5422	5693	5978	6277
Assistant Administrative Services Director	*	5108	5363	5631	5913	6209
Public Works Supervisor	*	4313	4529	4755	4993	5243
Human Resources Coordinator		4032	4234	4446	4668	4901
Administrative Secretary/Public Safety (Confidential)		3466	3639	3821	4012	4213
Administrative Specialist (Confidential)		3203	3363	3531	3706	3894
<u>Section 3 - Competitive Service</u>						
Police Sergeant		5364	5632	5914	6210	6521
Planner II		4841	5083	5337	5604	5884
Senior Police Officer/Corporal		4567	4795	5035	5287	5551
Planner I		4438	4660	4893	5138	5395
Police Officer		4349	4566	4794	5034	5286
Communications Supervisor		4145	4352	4570	4799	5039
City Mechanic		4044	4246	4458	4681	4915
Maintenance Worker III		3953	4151	4359	4577	4806
Accounting Specialist		3916	4112	4318	4534	4761
Building/Planning Technician		3771	3960	4158	4366	4584
<i>Equipment Mechanic II</i>		3767	3955	4153	4361	4579
<i>Recreation Coordinator</i>		3743	3930	4127	4333	4550
Lead Communications/Records Technician		3722	3908	4103	4308	4523
Maintenance Worker II		3590	3770	3959	4157	4365
Revenue Technician		3554	3732	3919	4115	4321

Exhibit A
SALARY SCHEDULE
Effective 01/01/2011 - Revised

Section 3 - Competitive Service (Continued)

	<u>Exempt</u>	<u>A</u>	<u>B</u>	<u>STEPS</u>		
				<u>C</u>	<u>D</u>	<u>E</u>
Communications/Records Technician		3542	3719	3905	4100	4305
Records/Property Technician		3460	3633	3815	4006	4206
<i>Administrative Secretary</i>		3400	3570	3749	3936	4133
<i>Account Clerk</i>		3171	3330	3497	3672	3856
<i>Customer Service Representative</i>		3086	240	3402	3572	3751
Maintenance Worker I		2886	3030	3182	3341	3508
Equipment Mechanic I		2886	3030	3182	3341	3508

Section 4 - Hourly Part-Time Classes

Police Detective (P/T)	26.65	27.98	29.36	30.86	32.40
Reserve Police Officer					
Level I	12.00	13.00	14.00	15.00	16.00
Level II	10.00	11.00	12.00	13.00	14.00
Level III	8.00	9.00	10.00	11.00	12.00
Communications/Records Technician (P/T)	12.00	13.00	14.00	15.00	16.00
Code Enforcement Officer (P/T)	12.50	13.25	14.00	14.75	15.50
Recreation Coordinator (P/T)	12.03	12.65	13.28	13.95	14.65
Recreation Specialist (P/T)	8.00	8.75	9.50	10.25	11.00
Janitor	10.50	11.03	11.55	12.08	12.60
Building Maintenance Worker (P/T)	9.71	10.24	10.76	11.29	11.81
Staff Assistant	10.50	12.60	14.70	16.80	18.90