

RESOLUTION NO. RES-2022-156

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA AMENDING THE CITY CLASSIFICATION AND SALARY PLAN MODIFYING THE SALARY RANGE OF MULTIPLE POSITIONS BY 5% TO ADDRESS SIGNIFICANT AND ONGOING ISSUES OF RECRUITMENT AND RETENTION AND AUTHORIZING THE CITY MANAGER TO IMPLEMENT THESE CHANGES

WHEREAS, the Personnel Officer, on behalf of the City Manager, insures the orderly and consistent administration of the City Council's adopted classification and salary plan; and

WHEREAS, the Personnel Officer recommends that various classifications be abolished, created or modified, and that some existing salary ranges be adjusted; and

WHEREAS, during the recent round of labor negotiations, the City and Teamsters 856 mutually identified specific classifications as having significant and ongoing recruitment and retention issues; and

WHEREAS, four classifications were specifically identified to be studied, however the City determined it was appropriate to study all positions in a series, to avoid issues of compaction; and

WHEREAS, additional positions with historical linkages to the same salary range were included as part of the study; and

WHEREAS, the City and Teamsters 856 agreed that the City would complete a total compensation survey for the identified classes by January 1, 2022, and make recommendations to Council to adjust the salary based on the survey information and recruitment and retention challenges; and

WHEREAS, the survey data showed that these classifications were below the market average; and

WHEREAS, meet and confer requirements of the Meyers-Milias-Brown Act regarding salary and unit assignment matters have occurred with affected employee groups; and

WHEREAS, the City Manager and the Personnel Officer are recommending that the salary for these classifications be increased 5%.

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa amends the City Classification and Salary Plan for permanent budgeted positions as follows:

Effective January 2, 2022, increase the salary range by 5% for the following classifications:

- Associate Civil Engineer
- Materials Engineer
- Associate Traffic Engineer
- Assistant Engineer

- Junior Engineer
- Supervising Engineer
- Water Reuse Engineer
- Mechanical Technologist
- Instrumentation Technician
- Electrical Technician- Transportation and Public Works
- Electrical Technician- Utilities
- Senior Mechanical Technologist
- Senior Instrumentation Technician
- Senior Electrical Technician- Utilities
- Supervising Mechanical Technologist
- Supervising Electrical Technician
- Supervising Electrical Technician- Utilities
- Supervising Instrumentation Technician
- Utilities Mechanical Superintendent

BE IT FURTHER RESOLVED that the Council authorizes the City Manager to implement these changes consistent with the orderly and continual administration of the City's classification and salary plan.

IN COUNCIL DULY PASSED this 26th day of July, 2022.

AYES: (7) Mayor C. Rogers, Vice Mayor Alvarez, Council Members Fleming, MacDonald, N. Rogers, Sawyer, Schwedhelm

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM: _____
City Attorney