



Approval and Adoption of the City's Salary Plan and Schedule

City Council Meeting
December 3, 2019

Amy Reeve,
Human Resources Director

BACKGROUND

California Code Regulation Title 2, section 570.5
(CalPERS):

Council must approve and adopt a “pay schedule”

- When pay rates are amended
- That identifies titles, pay rates and effective dates
- Must be a stand-alone document

Council most recently approved a Salary Plan and Schedule 3/12/2019.

ANALYSIS

A new Salary Plan and Schedule is needed due to:

- Recent COLA's approved with MOU's
- Classification and salary changes previously approved with the 19/20 budget
- CA minimum wage increase 1/1/2020
- City of Santa Rosa minimum wage increase 7/1/2020

ANALYSIS

A new Salary Plan and Schedule is needed due to:

- Updated temporary classifications due to City restructuring
- Recruitment of Buyers at the Trainee level
- New class of Storm Water and Creeks Manager approved on 10/1/2019

RECOMMENDATION

It is recommended by the Human Resources Department that the Council, by resolution, approve and adopt the City's Salary Plan and Schedule.

Questions?