

RESOLUTION NO. RES-2022-237

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA AMENDING THE CITY CLASSIFICATION AND SALARY PLAN 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 ongoing recruitment and retention issues; and

WHEREAS, the City Council approved recruitment and retention adjustments retroactive to January 2, 2022 by adopting Resolution RES-2022-156 on July 26, 2022; and

WHEREAS, subsequent to that meeting, it was mutually agreed that additional specific classifications should have been included; 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% retroactively and effective as of January 2, 2022; and

WHEREAS, on October 22, 2019, Council adopted Ordinance ORD-2019-14, adding Chapter 10-45 of the Santa Rosa City Code and establishing minimum wages to be paid by employers in the City of Santa Rosa; and

WHEREAS, as of January 1, 2023, the minimum wage in the City of Santa Rosa will increase to \$17.06; and

WHEREAS, the City of Santa Rosa has several temporary and seasonal classifications that will be impacted by the increase to the minimum wage and must be adjusted to comply with the increase to the minimum wage; and

WHEREAS, there are several proposed adjustments to other higher level classification salaries with the temporary and seasonal classifications which are being adjusted to preserve the existing salary structure.

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:

- Supervising Traffic Signal Technician
- Senior Traffic Signal Technician
- Traffic Signal Technician
- Electrician
- Plan Check Engineer.

BE IT FURTHER RESOLVED that the Council amends the City classification and salary plan effective January 1, 2023, to increase the salary range of various seasonal and temporary classifications in order to comply with the increase to the minimum wage and to preserve existing salary structure within the seasonal and temporary classifications.

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 13th day of December, 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