



## CITY COUNCIL AGENDA REPORT

**Meeting Date:** 6/20/2019

**From:** Maria Saguisag-Sid, Principal Analyst

**Subject:** Approval of Resolution 2019-34 through 44, Adopting Pay Schedules and Master Pay Schedule Effective June 30, 2019

### Community Goal/Result

Fiscally Prudent

### Purpose

Ensure there is a qualified, stable and dedicated workforce for the community.

### Recommendation

Adopt Resolutions 2019-34, 2019-35, 2019-36, 2019-37, 2019-38, 2019-39, 2019-40, 2019-41, 2019-42, 2019-43 and 2019-44 to amend current pay schedules and update master pay schedule, effective June 30, 2019.

### Background

In 2016, the City reached agreement with all of the employee bargaining groups outlining wages, benefits and working conditions for each respective group. Staff has posted both the approved labor agreements and salary information on the city's website to provide the public with access to this information at <http://brisbaneca.org/departments/administration/human-resources/labor-agreements> and <http://brisbaneca.org/departments/administration/human-resources/salary-information>.

On November 4, 2016, CalPERS issued Circular Letter 200-050-16, clarifying that pay schedules must comply with Government Code Section 20636 and CCR section 570.5. If an agency does not meet the requirements outlined in GC Section 20636 and CCR section 570.5, CalPERS may determine an amount that may be considered to be the pay rate.

On May 17, 2017, the City began posting a master pay schedule that combines all of the pay schedules, including Council Member and Commissioner Pay, together in one document as the master pay schedule, to avoid possible issues with CalPERS going forward.

### Discussion

Staff is presenting today for adoption the pay schedules for the upcoming June 30, 2019 pay increases. Highlights of updates to the upcoming pay schedules that have been approved in the current labor agreements are as follows:

- Confidential Management Employees: The pay schedule will reflect a 2% pay increase effective June 30, 2019. The current filled position in this group and their respective top step pay rate is the Administrative Services Director at \$95.30 per hour.

































































