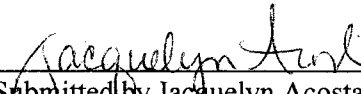


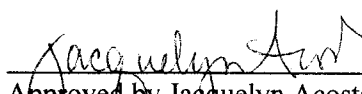


# City of Carson Report to Mayor and City Council

December 17, 2013  
New Business Consent

**SUBJECT: REQUEST TO APPROVE A SALARY RANGE CHANGE FOR THE POSITION OF SENIOR TREE TRIMMER AND ADOPT RESOLUTION NO. 13-125 AMENDING THE CITY OF CARSON CLASSIFICATION PLAN, RESOLUTION NO. 77-111.**

  
Submitted by Jacquelyn Acosta  
Acting City Manager

  
Approved by Jacquelyn Acosta  
Acting City Manager

## **I. SUMMARY**

This resolution (Exhibit No. 1) being presented to the City Council for adoption changing the salary range of the Senior Tree Trimmer position is in compliance with the Memorandum of Understanding (MOU) between the City and the American Federation of State, County and Municipal Employees Council 36, Local 809 (AFSCME), Article II, Section 7 – Differential Pay For Certain Senior Classifications.

## **II. RECOMMENDATION**

WAIVE further reading and ADOPT Resolution No. 13-125, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY CHANGING THE SALARY RANGE FOR THE SENIOR TREE TRIMMER POSITION.”

## **III. ALTERNATIVES**

None, the differential pay for certain senior positions is a negotiated and approved item within the AFSCME MOU.

## **IV. BACKGROUND**

The Memorandum of Understanding between the City and the American Federation of State, County and Municipal Employees Council 36, Local 809 (AFSCME), provides that certain senior positions shall be assigned a salary range that is at least 7.5% higher at step F than step F of the salary range of their highest paid subordinate classification. As a result of recent events, it was brought to management’s attention that the current Senior Tree Trimmer has been overseeing the entire tree trimming crew including one of the Heavy Equipment Operators. The salary range for the Heavy Equipment Operator position is 337- \$3,838.00-\$4,897.00 and the current salary range for the Senior Tree Trimmer position is 336 - \$3,745.00-\$4,780.00. At present time, the Senior Tree Trimmer’s salary range is 2.5% below the salary range of the Heavy Equipment Operator. In order to comply with Article II, Section 7 of the AFSCME MOU, the salary range of the Senior Tree Trimmer position must be adjusted to salary range 340 - \$4,134.00-

\$5,276.00. This salary range adjustment would place the Senior Tree Trimmer's salary at the 7.5% higher salary range of their highest paid subordinate classification, in accordance with the AFSCME MOU. The city only has one Senior Tree Trimmer, so this salary range change only affects one employee.

**V. FISCAL IMPACT**

The annual cost for this salary modification is \$5,952.00. Funds will be appropriated from the unassigned general fund balance to account number 01-80-840-106.

**VI. EXHIBITS**

- 1. Resolution No. 13-125. (pg. 3)

Prepared by: Elvia Parra, Acting Human Resources Officer

*Document 1*

*TO: Rev10-14-2013*

Reviewed by:

City Clerk	City Treasurer
Administrative Services	Public Works
Community Development	Community Services

<b>Action taken by City Council</b>	
Date _____	Action _____

RESOLUTION NO. 13-125

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY CHANGING THE SALARY RANGE FOR THE SENIOR TREE TRIMMER POSITION

WHEREAS, the Human Resources Officer is authorized and directed under provisions of Sections 2797.1 and 2797.3 of the Carson Municipal Code to prepare and recommend position classification and compensation plans, after consultation with the affected Department Directors, which becomes effective upon approval by the City Council.

WHEREAS, Rule III of the City of Carson Personnel Rules provides that modification to the classification plan, embodied in Resolution No. 77-111, shall be made only after the Human Resources Officer consults with the affected Department Directors and affected recognized employee organizations.

WHEREAS, the Acting City Manager in lieu of the Human Resources Officer has consulted with the affected parties concerning the salary upgrade of the Senior Tree Trimmer classification.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESOLVES AS FOLLOWS:

**Section 1.** The above recitals are true and correct.

**Section 2.** The salary range change for the Senior Tree Trimmer position, assigned to the American Federation of State, County and Municipal Employees Union (AFSCME), Local 809, from salary range 336, \$3,745.00-\$4,780.00 to salary range 340, \$4,134.00-\$5,276 is hereby adopted and effective as of February 2, 2013.

**PASSED, APPROVED and ADOPTED** this 17th day of December, 2013.

\_\_\_\_\_  
Mayor Jim Dear

ATTEST:

\_\_\_\_\_  
City Clerk Donesia L. Gause, CMC

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney

EXHIBIT NO. 01

