City of Carson
Report to Mayor and City Council

June 4, 2014
New Business Consent

SUBJECT: CONSIDERATION OF ADOPTION OF RESOLUTION NO. 14-050 AMENDING THE CITY OF CARSON CLASSIFICATION PLAN, RESOLUTION NO. 77-111, TO ADOPT NEW SALARY RANGES FOR CERTAIN CLASSIFICATIONS WITHIN THE SUPERVISORS UNIT OF THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION

Submitted by Bob Blackwood
Interim Human Resources Officer

Approved by Nelson Hernandez
City Manager

I. SUMMARY

This resolution (Exhibit No. 1) is being presented to the City Council for adoption of the updated salary ranges for certain classifications within the Supervisors Unit of the Carson Professionals and Supervisors Association (CPSA) in order to be in compliance with the Memorandum of Understanding (MOU) between the City and CPSA.

II. RECOMMENDATION

WAIVE further reading and ADOPT Resolution No. 14-050, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING NEW SALARY RANGES FOR CERTAIN CLASSIFICATIONS WITHIN THE SUPERVISORS UNIT OF THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION."

III. ALTERNATIVES

None, the salary range changes are required in order to be in compliance with the Memorandum of Understanding between the City and CPSA.

IV. BACKGROUND

The Memorandum of Understanding (MOU) between the City and the Carson Professionals and Supervisors Association (CPSA) provides that their classifications shall be assigned a salary range that is at least fifteen percent higher at step F than step F of the salary range of their highest paid subordinate classification. Employees within the Supervisors Unit for the most part supervise employees represented by the American Federation of State, County and Municipal Employees Council 36, Local 809 (AFSCME). AFSCME employees received a 2.5% cost of living adjustment effective June 22, 2013. This COLA was not received by any other bargaining group throughout the City and consequently the salary ranges of certain classifications within the Supervisors Unit have fallen below the required fifteen percent differential. In order to comply

with the MOU between the City and CPSA, the new salary ranges for the following affected classifications need to be adopted, effective June 22, 2013:

Classification	Previous Salary Range No.	Previous Salary	New Salary Range No.	New Salary
Employment Development Supervisor	145	$4,540-$5,794	149	$5,012-$6,396
Senior Buyer	151	$5,267-$6,721	152	$5,398-$6,888
Code Enforcement Supervisor	149	$5,012-$6,396	150	$5,137-$6,556
Building Maintenance Supervisor	152	$5,398-$6,888	153	$5,531-$7,058
Construction Inspection Supervisor	152	$5,398-$6,888	153	$5,531-$7,058
Recreation Program Manager	156	$5,959-$7,605	157	$6,108-$7,793

V. FISCAL IMPACT

The annual cost for these salary range adjustments is approximately $22,638.00 and can be covered by current year salary savings. The proposed FY 2014/15 budget will also be adjusted accordingly.

VI. EXHIBITS

1. Resolution No. 14-050. (pg 3)

Prepared by: Elvia Parra, Acting Senior Human Resources Analyst
Document2

TO:Rev05-13-2014

Reviewed by:

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

Action taken by City Council

Date_____ Action_____

_____

RESOLUTION NO. 14-050

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING NEW SALARY RANGES FOR CERTAIN CLASSIFICATIONS WITHIN THE SUPERVISORS UNIT OF THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION

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 become 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 Human Resources Officer has consulted with the affected parties concerning the salary change of certain classifications within the Supervisors Unit of the Carson Professionals and Supervisors Association.

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. Effective June 22, 2013, the salary ranges for the following classifications assigned to the Supervisors Unit of the Carson Professionals and Supervisors Association are hereby adopted: Employment Development Supervisor – salary range 149, $5,012-$6,396; Senior Buyer – salary range 152, $5,398-$6,888; Code Enforcement Supervisor – salary range 150, $5,137-$6,556; Building Maintenance Supervisor – salary range 153, $5,531-$7,058; Construction Inspection Supervisor – salary range 153, $5,531-$7,058; and Recreation Program Manager – salary range 157, $6,108-$7,793.

PASSED, APPROVED and **ADOPTED** this 4th day of June, 2014.

Mayor Jim Dear

ATTEST:

City Clerk Donesia L. Gause, CMC

APPROVED AS TO FORM:

City Attorney

3

EXHIBIT NO 01