



CITY COUNCIL AGENDA REPORT

August 17, 2021
Human Resources

TITLE: ADOPT A RESOLUTION APPROVING THE PROPOSED PAY SCHEDULE FOR MANAGEMENT AND CONFIDENTIAL EMPLOYEES

SUMMARY

Compensation for management and confidential employees is discussed with Council each year. As management and confidential employees are not covered under a collective bargaining agreement, recommendations for adjustments are brought to Council for consideration. The California Code of Regulations provision implementing the California Public Employees' Retirement Law requires adoption by a member agency's governing body of pay schedules of its employees. City Council approval of the pay schedules for this group is being recommended by staff.

RECOMMENDATION

Adopt a resolution approving a 3 percent increase to the Management and Confidential control points.

FINANCIAL STATEMENT

The financial impact as a result of the implementation of the recommended 3 percent increase is a cost of approximately \$400,000 in fiscal year 2020/2021. As the Livermore-Pleasanton Fire Department is shared by the two cities, approximately \$43,000 of the annual cost will be paid by the City of Livermore as part of the cost sharing formula.

BACKGROUND

The management and confidential employee group is currently comprised of 67 classifications and 81 positions. Consistent with the City’s practice each year, staff is bringing forward for Council recommendations regarding the compensation for the City’s management and confidential employees.

DISCUSSION

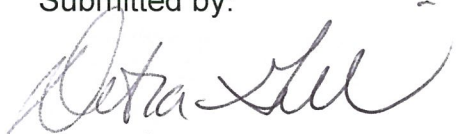
In accordance with the Meyers-Milias-Brown Act, parties are required to meet and confer in good faith over items covered within the scope of representation, including wages, hours and other terms and conditions of employment. As the management and confidential employees are not represented by a Union, and therefore not covered under a collective bargaining agreement, negotiations are not appropriate. Instead, staff is making the following recommendation for wage adjustments:

Wage Adjustments: Historically, the two primary factors considered in wage adjustment discussions are: market data obtained from neighboring agencies that are similar in size and the consumer price index (CPI), which reflects the general cost-of-living increase in the San Francisco-Oakland-San Jose area (approximately 4.3 percent in June 2021). The proposed control point adjustment of 3 percent will help keep pace with market for this group of employees.

CONCLUSION

This report reviews the recommended changes to compensation for the City’s management and confidential employees. As these employees are not represented by a Union, staff seeks Council approval and ratification of these wage adjustments.

Submitted by:


Debra Gill
Director of Human Resources/
Labor Relations

Fiscal Review:


Tina Olson
Director of Finance

Approved by:


Nelson Fialho
City Manager

Attachment:

- 1. Resolution

RESOLUTION NO.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PLEASANTON SETTING
COMPENSATION AND AMENDING THE MANAGEMENT AND CONFIDENTIAL
EMPLOYEE COMPENSATION PLAN**

WHEREAS, compensation for the City's Management and Confidential employees, except the City Manager and City Attorney, is set forth in the City's Management and Confidential Employees Compensation Plan; and

WHEREAS, staff recommends that the City Council authorize the City Manager to increase the salary control points for each Management and Confidential classification by 3 percent; and

NOW, THEREFORE BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF PLEASANTON DOES RESOLVE, DECLARE, DETERMINE AND ORDER THE FOLLOWING:

SECTION 1. Approves a revision to the salary control point schedule, effective July 10, 2021, for Management and Confidential employees, increasing the salary control points for each Management and Confidential classification by 3 percent, in attachment A.

SECTION 2. This resolution shall become effective immediately upon its passage and adoption.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Pleasanton at a regular meeting held on the 17th day of August 2021.

I, Jocelyn Kwong, Interim City Clerk of the City of Pleasanton, California, certify that the foregoing resolution was adopted by the City Council at a regular meeting held on the 17th day of August 2021, by the following vote:

Ayes:
Noes:
Absent:
Abstain:

Jocelyn Kwong, Interim City Clerk

APPROVED AS TO FORM:

Daniel Sodergren, City Attorney

	Monthly Control Point	Group
Accounting Manager	10,253	Management
Administration Manager-Fire	12,196	Management
Assistant Building Official	12,731	Management
Assistant City Attorney	15,215	Management
Assistant City Manager	16,805	Management
Assistant Director of Finance	14,036	Management
Assistant Director of Library and Recreation	13,135	Management
Assistant Director of Operations Services	13,652	Management
Assistant Fire Chief	16,969	Management
Assistant Fire Marshal	12,947	Management
Assistant to City Manager	12,196	Management
Assistant Utility Superintendent	10,760	Management
Battalion Chief	14,755	Management
Business and Facilities Manager	13,135	Management
Chief Building Official	14,977	Management
City Clerk	14,111	Management
Community Relations Manager/PIO	10,950	Management
Construction Services Manager	11,801	Management
Deputy City Clerk	8,775	Management
Deputy City Manager	16,805	Management
Deputy Community Development Director/Traffic Engineer	14,509	Management
Deputy Director of Business Services	14,275	Management
Deputy Fire Chief	16,969	Management
Development Services Manager	11,896	Management
Director of Community Development	17,498	Management
Director of Economic Development	16,683	Management
Director of Engineering/City Engineer	16,683	Management
Director of Finance	16,793	Management
Director of Human Resources and Labor Relations	16,683	Management
Director of Information Technology	16,683	Management
Director of Library and Recreation	16,683	Management
Director of Operations and Water Utilities	16,692	Management
Economic Development Manager	12,812	Management
Economic Development Specialist	10,253	Management
Emergency Preparedness Manager	10,760	Management
EMS Manager	10,947	Management
Environmental Services Manager	11,801	Management
Financial Services Manager/Accounting	12,761	Management
Financial Services Manager/Treasury	12,761	Management
Fire Chief	18,261	Management
Fire Marshal	16,969	Management
Housing Division Program Manager	12,547	Management
Human Resources Manager	13,197	Management
Library Manager	10,760	Management
Management Analyst	10,253	Management
Managing Director of Utilities and Environmental Services	16,397	Management
Operations Superintendent	12,412	Management
OSD Training and Emergency Services Manager	10,760	Management
Park Maintenance Superintendent	12,412	Management
Permit Center Manager	13,482	Management
Planning Manager/Deputy Community Development Director	14,977	Management
Police Captain	16,969	Management
Police Chief	18,624	Management
Police Lieutenant	14,451	Management
Police Support Services Manager	11,837	Management
Principal Analyst	12,196	Management
Recreation Manager	10,760	Management
Revenue Manager	10,253	Management
Senior Budget and Finance Analyst	11,177	Management
Senior Civil Engineer	12,761	Management
Senior Management Analyst	11,177	Management
Senior Transportation Engineer	12,615	Management
Special Projects Manager	14,036	Management
Special Projects Manager-Finance	10,950	Management
Utilities Division Manager	13,451	Management
Utilities Planning Manager	12,761	Management
Utilities Superintendent	12,473	Management

Draft-Management and Confidential Control Points
Effective July 1, 2021

	Monthly Control Point	Group
Administrative Assistant	7,395	Confidential
Executive Assistant	8,893	Confidential
Human Resources Coordinator	8,036	Confidential
Human Resources Technician	7,395	Confidential
Office Assistant	6,117	Confidential
Payroll Coordinator	7,654	Confidential
Senior Office Assistant	6,741	Confidential