

DATE SUBMITTED 6/13/2019
 SUBMITTED BY CITY MANAGER'S OFFICE
 DATE ACTION REQUIRED 6/19/2019

COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION ()
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS ()

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: RECLASSIFICATION OF RANGES

1. APPROVAL OF GENERAL MAINTENANCE WORKER III POSITION RANGE RECLASSIFICATION FROM 63 TO 64 ON TEAMSTER LOCAL UNION #542 SALARY SCHEDULE;
2. APPROVAL OF WATER OPERATOR III POSITION RANGE RECLASSIFICATION FROM 78 TO 80 ON TEAMSTERS LOCAL UNION #542 SALARY SCHEDULE;
3. APPROVAL OF WASTE WATER OPERATOR III POSITION RANGE RECLASSIFICATION FROM 78 TO 80 ON TEAMSTERS LOCAL UNION #542 SALARY SCHEDULE;
4. APPROVAL OF POLICE CORPORAL POSITION RANGE RECLASSIFICATION FROM 74 TO 78 ON IMPERIAL POLICE OFFICERS ASSOCIATION SALARY SCHEDULE;
5. APPROVAL OF ADMINISTRATIVE ANALYST POSITION RANGE RECLASSIFICATION FROM 74 TO 78 ON MSPC SALARY SCHEDULE;
6. APPROVAL OF CHIEF WATER OPERATOR POSITION RANGE RECLASSIFICATION FROM 83 TO 85 ON MSPC SALARY SCHEDULE;
7. APPROVAL OF CHIEF WASTEWATER OPERATOR POSITION RANGE RECLASSIFICATION FROM 83 TO 85 ON MSPC SALARY SCHEDULE;
8. APPROVAL OF PUBLIC SERVICES FORMAN POSITION RANGE RECLASSIFICATION FROM 78 TO 85 ON MSPC SALARY SCHEDULE;
9. APPROVAL OF PROJECT MANAGER POSITION RANGE RECLASSIFICATION FROM 92 TO 98 ON MSPC SALARY SCHEDULE;
10. APPROVAL OF FINANCE MANAGER POSITION RANGE RECLASSIFICATION FROM 92 TO 98 ON MSPC SALARY SCHEDULE;
11. APPROVAL OF COMMUNITY DEVELOPMENT DIRECTOR POSITION RANGE RECLASSIFICATION FROM 97 TO 102 ON MSPC SALARY SCHEDULE;
12. APPROVAL OF COMMUNITY SERVICES DIRECTOR POSITION RANGE RECLASSIFICATION FROM 96 TO 101 ON MSPC SALARY SCHEDULE;
13. APPROVAL OF PUBLIC SERVICES DIRECTOR POSITION RANGE RECLASSIFICATION FROM 96 TO 102 ON MSPC SALARY SCHEDULE.

DEPARTMENT INVOLVED: CITY MANAGER'S OFFICE

BACKGROUND/SUMMARY:

Per the City Council's direction on May 29th, the City of Imperial has completed our meet and confer process with all collective bargaining units. As such, we request to proceed with the implementation of the class and comp study's recommendation of moving several positions into a new range that best reflects their current salary. The reclassification would become effective as of July 1, 2019.

FISCAL IMPACT: \$24,456.99 for fiscal year

FINANCE
INITIALS



STAFF RECOMMENDATION: It is staff's recommendation to approve the range reclassifications as provided. Implementing option 3 of the class and comp study would have the least fiscal impact to the City's municipal budget, and insure employees are adequately compensated.

DEPT. INITIALS



MANAGER'S RECOMMENDATION:

CITY
MANAGER'S
INITIALS

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ()
DISAPPROVED ()
REFERRED TO:

REJECTED ()
DEFERRED ()

POSITION	SALARY SCHEDULE	CURRENT RANGE	CURRENT STEP	MAX STEP	RECOMMENDED RANGE	PROPOSED STEP	PROPOSED MAX STEP	FISCAL IMPACT
General Maintenance III	Teamsters	63		23.73	64	24.33	24.33	2,888.65
(5) Corporal's	IPOA	74		36.37	76	38.19	38.19	3,056.94
Administrative Analyst	MSPC	74		31.60	78	34.88	34.88	72.22
(2) Chief Operator's	MSPC	83		39.75	85	41.71	41.71	8,762.23
Community Development Director	MSPC	97		56.13	102	64.51	64.51	2,912.72
Community Services Director	MSPC	96		54.75	101	61.28	61.28	3,466.37
Finance Manager	MSPC	92		49.64	98	57.53	57.53	144.43
Project Manager	MSPC	92		49.64	98	57.53	57.53	120.36
Public Services Director	MSPC	96		54.75	102	64.51	64.51	264.79
Public Services Foreman	MSPC	78		34.88	85	41.71	41.71	2,768.29

24,456.99

GENERAL FUND 12,169.41
ENTERPRISE FUND 12,287.58
24,456.99