

DATE SUBMITTED 1/30/2019
 SUBMITTED BY CITY MANAGER'S OFFICE
 DATE ACTION REQUIRED 2/06/2019

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


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**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: PRESENTATION: CITY OF IMPERIAL CLASSIFICATION AND COMPENSATION FINAL REPORT	
DEPARTMENT INVOLVED: CITY MANAGER'S OFFICE	
BACKGROUND/SUMMARY: CPS HR Consulting has completed the City of Imperial Classification and Compensation Study. Attached for your review is the summary of the findings for Council's consideration. The implementation of said findings is subject to the Meet & Confer process with the City's collective bargaining units. City Staff requests Council's direction regarding next steps.	
FISCAL IMPACT: To Be Determined	FINANCE INITIALS _____
STAFF RECOMMENDATION:	DEPT. INITIALS _____
MANAGER'S RECOMMENDATION: Review information presented and provide direction to City Manager's Office for next steps.	CITY MANAGER'S INITIALS <i>[Signature]</i> _____
MOTION:	
SECONDED:	APPROVED () REJECTED ()
AYES:	DISAPPROVED () DEFERRED ()
NAYES:	REFERRED TO:
ABSENT:	_____

City of Imperial

Classification & Compensation Study


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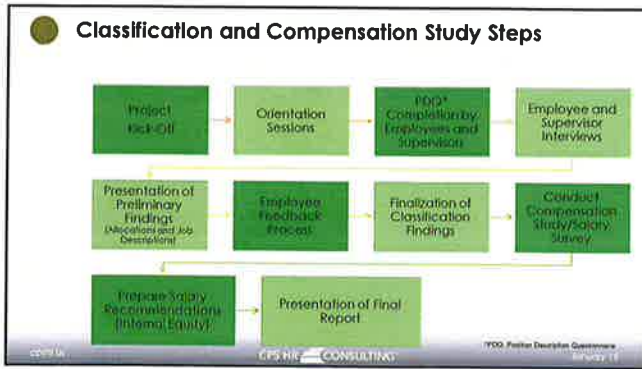
Project Staffing

- > *Jennifer Ramos, Manager, Classification & Compensation*
- > *Suzanne Ansari, Senior Human Resources Consultant*
- > *Leena Rai, Human Resources Consultant*
- > *Ashleigh Mosiman, Project Consultant/Technical Writer*

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Classification Study Results

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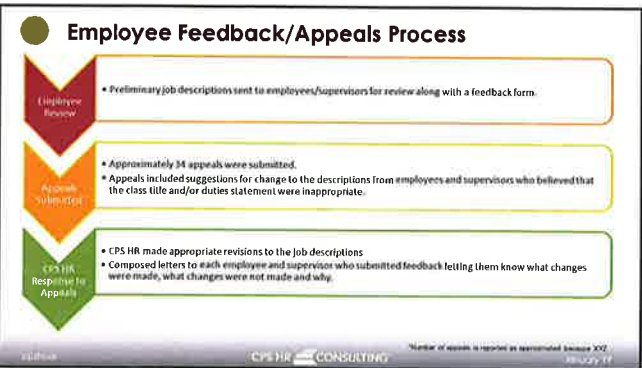


Participation and Job Description Updates

Participation Metric	Quantity
Classifications Studied	21
Incumbents Studied	74
PDQs Received	61
No Responses	13
Vacant Positions	0
PDQ Participation Rate	82.4%
Interviews Conducted	25
Individuals Interview Rate	33%

Job Description Results	Quantity
New Job Descriptions	40
Employee Feedback Responses	34

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Compensation Study Results

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Compensation Study Overview

- The compensation study was market driven using whole job ranking by job families.
- Benchmark classifications represent an occupational group, family or profession. Not every classification in the District was selected as a "benchmark".
- Determine what the median of the market's max base salary is before longevity.

Salary recommendations did not suggest any reductions of salaries, only those whose salaries are currently under market.

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Compensation Study Participants

CITIES	1-2017 Total Population	1-2018 Total Population
City of Imperial	18,941	19,872
City of Brawley	27,116	27,417
City of Calexico	40,732	41,199
City of El Centro	45,413	46,315
City of Holtville	6,349	6,501
City of Indio	86,632	87,883
County of Imperial	40,154	

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Benchmark Classifications

- Accounting Technician
- Administrative Analyst
- Building, Safety & Engineering Inspector
- Chief Water Operator
- Code Enforcement Officer
- Community Development Director
- Community Services Director
- Customer Services Representative
- Finance Manager
- General Maintenance Worker III
- Management Analyst
- Planner
- Police Captain
- Police Chief
- Police Officer
- Police Services Officer I
- Public Services Director
- Sergeant
- Wastewater Operator I

02/16/18

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Salary Survey Summary-Teamsters & IPOA

TEAMSTERS BENCHMARK CLASSIFICATIONS	CITY OF IMPERIAL SALARY MAX (\$)	SALARY SURVEY MAX (\$)	DIFFERENCE (\$)	NUMBER OF PARTICIPANTS
Code Enforcement Officer	\$27.55	\$24.72	-\$2.83	3
Customer Services Representative	\$25.61	\$21.80	-\$4.21	3
General Maintenance Worker III	\$23.71	\$24.04	+\$0.30	6
Police Services Officer I	\$22.15	\$19.97	-\$2.16	4
Wastewater Operator I	\$20.85	\$25.45	+\$3.58	3

IMPERIAL POLICE OFFICERS ASSOCIATION	CITY OF IMPERIAL SALARY MAX (\$)	SALARY SURVEY MAX (\$)	DIFFERENCE (\$)	NUMBER OF PARTICIPANTS
Police Officer	\$43.84	\$30.54	-\$13.00	4
Police Sergeant	\$43.19	\$40.38	-\$2.81	4

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Salary Survey Summary- Management, Supervisory, Professional & Confidential (MSPC)

BENCHMARK CLASSIFICATION	CITY OF IMPERIAL SALARY MAX (\$)	SALARY SURVEY MAX (\$)	DIFFERENCE (\$)	NUMBER OF PARTICIPANTS
Accounting Technician	\$27.59	\$24.10	-\$4.09	5
Administrative Analyst	\$31.00	\$24.68	-\$6.08	3
Building, Safety and Engineering Inspector	\$36.59	\$29.13	-\$7.47	6
Police Captain	\$54.75	50	-\$4.75	1
Chief Water Operator	\$39.75	\$42.29	+\$2.54	4
Community Development Director	\$56.13	\$53.20	-\$2.93	5
Community Services Director	\$54.75	50	-\$4.75	2
Finance Manager	\$108.64	\$57.69	-\$50.95	4
Management Analyst	\$50.59	\$36.22	-\$14.37	3
Planner	\$40.89	\$35.91	-\$4.61	4
Police Chief	\$83.02	\$83.65	+\$0.63	4
Public Services Director	\$54.75	\$63.79	+\$9.04	6

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● Compensation Implementation Options

- Move positions to step in range corresponding to the employee's current step.
- Move positions to a step resulting in an increase of X%.
- Move positions to step in new range closest to current salary.

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 **Classification & Compensation Study**

Any Questions?

Please contact us by email

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