

DATE SUBMITTED 9/11/2019
 SUBMITTED BY CITY MANAGER'S OFFICE
 DATE ACTION REQUIRED 9/18/2019

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

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

| | |
|--|-----------------------------------|
| SUBJECT: DISCUSSION/ACTION: RANGE RECLASSIFICATIONS WITHIN MSPC COLLECTIVE BARGAINING UNIT 1. APPROVAL OF RANGE RECLASSIFICATION FOR PLANNER POSITION FROM RANGE 84 TO 98 2. APPROVAL OF RANGE RECLASSIFICATION FOR POLICE CAPTAIN FROM RANGE 96 TO RANGE 98; 3. APPROVAL OF RANGE RECLASSIFICATION FOR FINANCE DIRECTOR FROM RANGE 98 TO 101 | |
| DEPARTMENT INVOLVED: CITY MANAGER'S OFFICE | |
| BACKGROUND/SUMMARY: After review and analysis of the various ranges and classifications, the City would like to bring uniformity to the ranges of department heads and second in command positions. Therefore it is the recommendation that the City Council review and take action on the above mentioned positions. | |
| FISCAL IMPACT: \$25,147.20 Total Impact to the 2019-2020 Municipal Budget Planner – \$21,944.00 Captain – \$62.40 Finance Director- \$3,140.80 | FINANCE INITIALS <u>id</u> |
| STAFF RECOMMENDATION: It is staff's recommendation to adjust the ranges to be uniform for that of department heads and second in command. | DEPT. INITIALS <u>al</u> |
| MANAGER'S RECOMMENDATION: The City Manager agrees with staff's recommendation. | CITY MANAGER'S INITIALS <u>al</u> |
| MOTION: SECONDED: AYES: APPROVED () REJECTED () NAYES: DISAPPROVED () DEFERRED () ABSENT: REFERRED TO: | |

**CITY OF IMPERIAL
MSPC SALARY SCHEDULE
FISCAL YEAR 2019 - 2020**

| <u>RANGE</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> | <u>STEP 7</u> | <u>10 YR STEP 8</u> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------------|
| 69 | 21.49 | 22.56 | 23.69 | 24.87 | 26.12 | 27.42 | 27.99 | 29.39 |
| 70 | 22.02 | 23.12 | 24.28 | 25.49 | 26.77 | 28.11 | 29.51 | 30.99 |
| 71 | 22.57 | 23.70 | 24.89 | 26.13 | 27.44 | 28.81 | 30.25 | 31.76 |
| 72 | 23.14 | 24.29 | 25.51 | 26.78 | 28.12 | 29.53 | 31.01 | 32.56 |
| 73 | 23.72 | 24.90 | 26.15 | 27.45 | 28.83 | 30.27 | 31.78 | 33.37 |
| 74 | 24.31 | 25.52 | 26.80 | 28.14 | 29.55 | 31.02 | 32.58 | 34.21 |
| 75 | 24.92 | 26.16 | 27.47 | 28.84 | 30.29 | 31.80 | 33.39 | 35.06 |
| 76 | 25.54 | 26.82 | 28.16 | 29.57 | 31.04 | 32.60 | 34.23 | 35.94 |
| 77 | 26.18 | 27.49 | 28.86 | 30.30 | 31.82 | 33.41 | 35.08 | 36.84 |
| 78 | 26.83 | 28.17 | 29.58 | 31.06 | 32.62 | 34.25 | 35.96 | 37.76 |
| 79 | 27.50 | 28.88 | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 | 38.70 |
| 80 | 28.19 | 29.60 | 31.08 | 32.63 | 34.27 | 35.98 | 37.78 | 39.67 |
| 81 | 28.90 | 30.34 | 31.86 | 33.45 | 35.12 | 36.88 | 38.72 | 40.66 |
| 82 | 29.62 | 31.10 | 32.65 | 34.29 | 36.00 | 37.80 | 39.69 | 41.68 |
| 83 | 30.36 | 31.88 | 33.47 | 35.14 | 36.90 | 38.75 | 40.68 | 42.72 |
| 84 | 31.12 | 32.67 | 34.31 | 36.02 | 37.82 | 39.71 | 41.70 | 43.79 |
| 85 | 31.90 | 33.49 | 35.16 | 36.92 | 38.77 | 40.71 | 42.74 | 44.88 |
| 86 | 32.69 | 34.33 | 36.04 | 37.85 | 39.74 | 41.73 | 43.81 | 46.00 |
| 87 | 33.51 | 35.19 | 36.94 | 38.79 | 40.73 | 42.77 | 44.91 | 47.15 |
| 88 | 34.35 | 36.07 | 37.87 | 39.76 | 41.75 | 43.84 | 46.03 | 48.33 |
| 89 | 35.21 | 36.97 | 38.82 | 40.76 | 42.79 | 44.93 | 47.18 | 49.54 |
| 90 | 36.09 | 37.89 | 39.79 | 41.77 | 43.86 | 46.06 | 48.36 | 50.78 |
| 91 | 36.99 | 38.84 | 40.78 | 42.82 | 44.96 | 47.21 | 49.57 | 52.05 |
| 92 | 37.91 | 39.81 | 41.80 | 43.89 | 46.08 | 48.39 | 50.81 | 53.35 |
| 93 | 38.86 | 40.80 | 42.84 | 44.99 | 47.24 | 49.60 | 52.08 | 54.68 |
| 94 | 39.83 | 41.82 | 43.92 | 46.11 | 48.42 | 50.84 | 53.38 | 56.05 |
| 95 | 40.83 | 42.87 | 45.01 | 47.26 | 49.63 | 52.11 | 54.71 | 57.45 |
| 96 | 41.85 | 43.94 | 46.14 | 48.45 | 50.87 | 53.41 | 56.08 | 58.89 |
| 97 | 42.90 | 45.04 | 47.29 | 49.66 | 52.14 | 54.75 | 57.48 | 60.36 |
| 98 | 43.97 | 46.17 | 48.47 | 50.90 | 53.44 | 56.12 | 58.92 | 61.87 |
| 99 | 45.07 | 47.32 | 49.69 | 52.17 | 54.78 | 57.52 | 60.39 | 63.41 |
| 100 | 46.19 | 48.50 | 50.93 | 53.48 | 56.15 | 58.96 | 61.90 | 65.00 |
| 101 | 47.35 | 49.72 | 52.20 | 54.81 | 57.55 | 60.43 | 63.45 | 66.62 |
| 102 | 48.53 | 50.96 | 53.51 | 56.18 | 58.99 | 61.94 | 65.04 | 68.29 |

| <u>POSITION</u> | <u>RANGE</u> |
|---------------------------------|--------------|
| Accounting Technician | 69 |
| Engineer Technician / Inspector | 74 |
| Recreation Coordinator | 75 |
| Library Supervisor | 77 |
| Park Supervisor | 77 |
| Administrative Analyst | 78 |
| Human Resources Analyst | 78 |
| Building Inspector | 80 |
| Management Analyst | 80 |
| Library Administrator | 81 |
| Planner | 84 |
| Public Services Foreman | 85 |
| Wastewater Plant Chief Operator | 85 |
| Water Plant Chief Operator | 85 |
| Electrician Supervisor | 90 |
| Public Services Manager | 92 |
| Human Resources Director | 96 |
| Police Captain | 96 |
| Finance Manager | 98 |
| Project Manager | 98 |
| Community Services Director | 101 |
| Community Development Director | 102 |
| Public Services Director | 102 |

2.9% COLA
Council Action on June 19, 2019
Implementation as of 1st payday July 2019