



# CITY COUNCIL AGENDA STATEMENT



July 28, 2020

File ID: 20-0318

## TITLE

- A. RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA AMENDING THE COMPENSATION SCHEDULE AND CLASSIFICATION PLAN TO REFLECT THE ADDITION AND DELETION OF VARIOUS POSITION TITLES AND AMENDING THE AUTHORIZED POSITION COUNT IN THE ECONOMIC DEVELOPMENT AND POLICE DEPARTMENTS WITH NO NET INCREASE IN AUTHORIZED STAFFING
- B. RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING THE REVISED FISCAL YEAR 2020-2021 COMPENSATION SCHEDULE EFFECTIVE JULY 17, 2020, AS REQUIRED BY CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5
- C. ORDINANCE OF THE CITY OF CHULA VISTA AMENDING CHULA VISTA MUNICIPAL CODE SECTION 2.05.010 TO ADD THE UNCLASSIFIED POSITION OF FA DEPUTY DIRECTOR LECC (FIRST READING) (4/5 VOTE REQUIRED)

## RECOMMENDED ACTION

Council adopt the resolutions and place the ordinance on first reading.

## SUMMARY

In an effort to address the requests of various departments, the Human Resources Department, in conjunction with the affected departments, is proposing the addition and deletion of certain classifications.

Staff is also recommending approval of the revised Fiscal Year 2020-2021 Compensation Schedule effective July 17, 2020.

## ENVIRONMENTAL REVIEW

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

## BOARD/COMMISSION/COMMITTEE RECOMMENDATION

N/A

## DISCUSSION

### 1. Classification Plan Changes

Civil Service Rule 1.02(A), which applies to the City's classified positions, provides for necessary reviews and changes so that the City's classification plan is kept current, and that changes in existing classes, the establishment of new classes, or the abolition of classes are properly reflected in the classification plan.

In an effort to address the needs of various departments and the City's workforce, the Human Resources Department, in conjunction with the affected departments, is proposing certain position changes. The following identifies the affected positions and proposed changes.

Department	Position Title	FTE
Economic Development	Administrative Secretary	-1.00
	Administrative Technician	1.00
Police (Grants)	FA Deputy Director SDLECC	-2.00
	FA Supervisory Intelligence Analyst	-1.00
	FA Deputy Director LECC	3.00
<b>Total City-Wide Position Changes (Net Increase/Decrease)</b>		<b>0.00</b>

### Summary of Updated Classification

Position Title	Bargaining Group	Bi-Weekly E Step
FA Deputy Director LECC	SM	\$4,745.67

### 2. Compensation Schedule Requirement

California Code of Regulations, Title 2, Section 570.5 requires that, for purposes of determining a retiring employee's pension allowance, the pay rate be limited to the amount listed on a pay schedule that meets certain requirements and be approved by the governing body in accordance with the requirements of the applicable public meeting laws. The Fiscal Year 2020-2021 Compensation Schedule ("Compensation Schedule") was approved by the City Council at their meeting of June 9, 2020. This item ensures continued compliance with California Code of Regulations, Title 2, Section 570.5, by ensuring the City has an up-to-date, publicly approved Compensation Schedule.

### 3. Resolutions

Approval of Resolution A will approve the addition and deletion of various position titles and amend the authorized position count in the Economic Development and Police Departments with no net increase in authorized staffing.

Approval of Resolution B will approve the revised Fiscal Year 2020-2021 Compensation Schedule effective July 17, 2020, to reflect: (1) the addition of the FA Deputy Director LECC position title, (2) the deletion of the FA Deputy Director SDLECC position title and (3) the negotiated 2% equity adjustment for positions represented by the Chula Vista Police Officer's Association.

#### **4. Unclassified Ordinance**

Lastly, Chula Vista Municipal Code Section 2.05.010 requires updating to reflect the position changes impacting the unclassified positions. Chula Vista City Charter Section 500(a) requires that all unclassified positions not mentioned specifically in Charter Section 500(a) be adopted by ordinance. Adoption of the Ordinance will add the position title of FA Deputy Director LECC to Municipal Code section 2.05.010.

#### **DECISION-MAKER CONFLICT**

Staff has determined that the action contemplated by this item is ministerial, secretarial, manual, or clerical in nature and, as such, does not require the City Council members to make or participate in making a governmental decision, pursuant to California Code of Regulations Title 2, section 18702.4(a). Consequently, this item does not present a conflict under the Political Reform Act (Cal. Gov't Code § 87100, et seq.). Staff is not independently aware, and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

#### **CURRENT FISCAL IMPACT**

There is no fiscal impact to the position change in the Economic Development Department.

The City is fully reimbursed for HIDTA positions and receives a 5% administrative fee to act as a fiscal agent. The current year cost of the position changes in the Police Department is approximately \$32,339 and will be offset by personnel savings of current HIDTA vacant positions, resulting in no net fiscal impact.

#### **ONGOING FISCAL IMPACT**

There is no ongoing fiscal impact to the position change in the Economic Development Department.

For the position changes in the Police Department, the net cost is approximately \$35,034 annually. The increased personnel cost will be fully offset by HIDTA funding.

#### **ATTACHMENT**

Revised Fiscal Year 2020-2021 Compensation Schedule Effective July 17, 2020