



CITY COUNCIL AGENDA STATEMENT



February 4, 2020

File ID: 20-0031

TITLE

CONSIDERATION OF AMENDING COMPENSATION FOR FA DEPUTY EXECUTIVE DIRECTOR AND FA DIRECTOR OF SD LECC

A. RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA AMENDING THE COMPENSATION SCHEDULE AND CLASSIFICATION PLAN TO REFLECT CHANGES IN THE COMPENSATION FOR THE FA DEPUTY EXECUTIVE DIRECTOR AND FA DIRECTOR OF SD LECC EFFECTIVE JANUARY 1, 2020

B. RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING THE REVISED FISCAL YEAR 2019/2020 COMPENSATION SCHEDULE EFFECTIVE FEBRUARY 14, 2020, AS REQUIRED BY CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5 TO REFLECT SALARY INCREASES FOR FA DEPUTY EXECUTIVE DIRECTOR AND FA DIRECTOR OF SD LECC

RECOMMENDED ACTION

Council adopt the resolutions.

SUMMARY

Per HIDTA (High Intensity Drug Trafficking Area) policy, the compensation for the FA (Fiscal Agent) Deputy Executive Director and FA Director of SD LECC (San Diego Law Enforcement Coordination Center) positions are tied to the Federal General Schedule (GS) Salary Table, with the most recent changes effective January 1, 2020. The Chula Vista compensation schedule needs to be updated to reflect eligible step increases based upon the Federal General Schedule salary guidelines for these two positions effective January 1, 2020.

ENVIRONMENTAL REVIEW

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

Not applicable.

DISCUSSION

The Police Department entered into an agreement with the Office of National Drug Control Policy in 1996 to be the fiscal agent for the California Border Alliance Group (CBAG), which is now referred as the San Diego/Imperial High Intensity Drug Trafficking Area (HIDTA). In essence, the City receives full funding, plus a 5% administrative fee, to hire and administer salary and benefits for HIDTA positions. To date, there are currently 15 HIDTA positions with the City of Chula Vista that are fully funded from the Office of National Drug Control Policy (ONDCP).

Per HIDTA policy, the FA Deputy Executive Director and FA Director of SD LECC positions are tied to the Federal General Schedule Salary Table. Approval of Resolution A will amend the City's Compensation Plan to reflect eligible step increases based upon the Federal General Schedule salary guidelines, as indicated in the table below.

Title	Unclassified	Bargaining Group	Current E Step Salary (bi-weekly)	Proposed E Step Salary (bi-weekly)
FA Deputy Executive Director	Yes	SM	\$5,087.85	\$5,259.35
FA Director of SD LECC	Yes	SM	\$5,984.58	\$6,186.54

The salary adjustments for these two positions are retroactive to January 1, 2020 which is the effective date of the Federal General Schedule Salary Table.

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 2019-2020 Compensation Schedule ("Compensation Schedule") was last amended by City Council on December 10, 2019, Resolution No. 2019-243. Approval of Resolution B will approve the revised Compensation Schedule to reflect the salary adjustment for FA Deputy Executive Director and FA Director of SD LECC.

DECISION-MAKER CONFLICT

Staff has reviewed the decision contemplated by this action and has determined that it is not site-specific and consequently, the real property holdings of the City Council members do not create a disqualifying real property-related financial conflict of interest 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-YEAR FISCAL IMPACT

The City is fully reimbursed for HIDTA positions and receives a 5% administrative fee to act as a fiscal agent. The costs of the compensation adjustments for the FA Deputy Executive Director and FA Director of

SD LECC will be completely offset by personnel savings of current HIDTA vacant positions, resulting in no net fiscal impact.

ONGOING FISCAL IMPACT

There is no ongoing fiscal impact approving the compensation of these two grant-funded positions. The proposed FY 2021 HIDTA budget will incorporate anticipated salary adjustments for these positions, and the funding from ONDCP will fully offset these costs.

ATTACHMENTS

Attachment 1: City of Chula Vista Compensation Schedule

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