



City of Chula Vista

Staff Report

File#: 16-0151, **Item#:** 4.

- A. RESOLUTION NO. 2016-055 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 CBAG EXECUTIVE DIRECTOR, CBAG DEPUTY EXECUTIVE DIRECTOR AND FA DIRECTOR OF SD LECC
- B. RESOLUTION NO. 2016-056 OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING THE REVISED FISCAL YEAR 2015-2016 COMPENSATION SCHEDULE EFFECTIVE APRIL 15, 2016, AS REQUIRED BY CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5

RECOMMENDED ACTION

Council adopt the resolutions.

SUMMARY

Per HIDTA (High Intensity Drug Trafficking Area) policy, the CBAG Executive Director, CBAG Deputy Executive Director and FA (Fiscal Agent) Director of SD LECC (San Diego Law Enforcement Coordination Center) positions are tied to the Federal General Schedule (GS) Salary Table. The Chula Vista Compensation plan needs to be updated to reflect eligible step increases based upon the Federal General Schedule salary guidelines for these three positions.

ENVIRONMENTAL REVIEW

Environmental Notice

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.

Environmental Determination

This proposed activity has been reviewed for compliance with the California Environmental Quality Act (CEQA) and it has been determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines because it will not result in a physical change in the environment; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is necessary.

BOARD/COMMISSION 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

File#: 16-0151, Item#: 4.

the San Diego/Imperial High Intensity Drug Trafficking Area (HIDTA). In essence, the City receives full funding, plus a 4% administrative fee, to hire and administer salary and benefits for HIDTA positions. To date, there are currently 17 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 CBAG Executive Director, CBAG Deputy Executive Director and FA Director of SD LECC positions are tied to the Federal General Schedule Salary Table. Approval of this resolution 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 (biweekly)	Proposed E Step Salary (biweekly)
CBAG Executive Director	Yes	EXEC	\$5,501.14	\$5,580.88
CBAG Deputy Executive Director	Yes	SM	\$4,676.66	\$4,744.50
FA Director of SD LECC	Yes	SM	\$5,501.13	\$5,580.88

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 2015-2016 Compensation Schedule ("Compensation Schedule") was last approved by the City Council at their meeting of February 23, 2016. Approval of Resolution B will approve the revised Compensation Schedule to reflect the salary adjustment for CBAG Executive Director, CBAG 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 500-foot rule found in California Code of Regulations section 18704.2(a)(1) is not applicable to this decision. Staff is not independently aware, nor has staff been informed by any City Councilmember, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

LINK TO STRATEGIC GOALS

The City's Strategic Plan has five major goals: Operational Excellence, Economic Vitality, Healthy Community, Strong and Secure Neighborhoods and a Connected Community. Amending the City's compensation schedule supports the goal of Operational Excellence by complying with HIDTA policies of these grant-funded positions.

CURRENT YEAR FISCAL IMPACT

The City is fully reimbursed for HIDTA positions and receives a 4% administrative fee to act as a fiscal agent. The costs of the compensation adjustments for the CBAG Executive Director, CBAG Deputy Executive Director and FA Director of SD LECC positions will be completely offset by personnel savings of current HIDTA vacant positions, resulting in no net fiscal impact in the current fiscal year.

ONGOING FISCAL IMPACT

There is no ongoing fiscal impact approving the compensation of these three grant-funded positions. The proposed FY 2017 budget will incorporate anticipated salary adjustments for HIDTA positions, and the funding from ONDCP will fully offset these costs.

File#: 16-0151, **Item#:** 4.

ATTACHMENTS

None.

Staff Contact: Joseph Walker