



# City of Chula Vista

## Staff Report

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**File#: 17-0031, Item#: 3.**

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CONSIDERATION OF AMENDING COMPENSATION SCHEDULES FOR FA EXECUTIVE DIRECTOR, FA DEPUTY EXECUTIVE DIRECTOR AND FA DIRECTOR OF SD LECC (This item was continued from 2/7/2017.)

- A. RESOLUTION NO. 2017-038 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 EXECUTIVE DIRECTOR, FA DEPUTY EXECUTIVE DIRECTOR AND FA DIRECTOR OF SD LECC EFFECTIVE JANUARY 1, 2017
- B. RESOLUTION NO. 2017-039 OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING THE REVISED FISCAL YEAR 2016/2017 COMPENSATION SCHEDULE EFFECTIVE MARCH 3, 2017, AS REQUIRED BY CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5 TO REFLECT SALARY INCREASES FOR FA EXECUTIVE DIRECTOR, 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) Executive Director, FA 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, 2017. The Chula Vista compensation schedule needs to be updated to reflect eligible step increases based upon the Federal General Schedule salary guidelines for these three positions effective January 1, 2017.

### 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

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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 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 19 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 Executive Director, FA 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 (bi-weekly)	Proposed E Step Salary (bi-weekly)
FA Executive Director	Yes	EXEC	\$5,580.88	\$5,738.31
FA Deputy Executive Director	Yes	SM	\$4,744.50	\$4,878.38
FA Director of SD LECC	Yes	SM	\$5,580.88	\$5,738.31

The salary adjustments for these three positions are retroactive to January 1, 2017, 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 2016-2017 Compensation Schedule ("Compensation Schedule") was last amended by City Council on December 6, 2016, Resolution No. 2016-250. Approval of Resolution B will approve the revised Compensation Schedule to reflect the salary adjustment for FA Executive Director, 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 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.

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### **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 FA Executive Director, 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 three grant-funded positions. The proposed FY 2018 HIDTA budget will incorporate anticipated salary adjustments for these positions, and the funding from ONDCP will fully offset these costs.

### **ATTACHMENTS**

1. Compensation Schedule

*Staff Contact: Jonathan Alegre, Police Department*