

Capitola City Council

Agenda Report



Meeting: June 23, 2022
From: City Manager Department
Subject: Consider the 2022 – 2023 Salary Schedule

Recommended Action: Approve the proposed resolution authorizing the Fiscal Year 2022- 2023 annual salary adjustment, consistent with existing employee labor agreements.

Background: City Council adoption of the salary resolution establishes the legal current salary schedule for each position class of permanent employees. The City Council should adopt the salary resolution annually, upon review and recommendation of the City Manager. California Public Employee’s Retirement Law and Section 570.5 of the California Code of Regulations Title 2 requires the “City Pay Rates and Ranges” be approved by the City Council in an open meeting and be publicly posted, which is done annually on the City’s website.

Additionally, as required by California Government Code Section 54953(c)(3), an oral report must be made before the City Council takes final action on the salaries, salary schedules, and fringe benefit compensation for the City’s management employees, which includes department heads and the City Manager.

The City of Capitola and its bargaining units have existing labor agreements that run through June 30, 2023, or June 30, 2024. Cost of living salary adjustments (COLAs) are included in the agreements.

Discussion: The attached salary schedule will go into effect the first full pay period after July 1, 2022. The salary changes take effect on July 10, 2022 and will be effective until June 30, 2023.

During the employee Memorandum of Understanding (MOU) negotiation process, each group agreed to COLAs and health care contribution increases. The following table shows the increases for groups and positions:

Group	COLA %	Contribution increase <i>Employee Only</i>	Contribution increase <i>Employee +1</i>	Contribution increase <i>Employee +2</i>
CPOA:				
<i>Officers and Sgts.</i>	3%	\$50/month	\$50/month	\$50/month
CSOs	1%	\$50/month	\$50/month	\$50/month
<i>Records Manager</i>	2.25%	\$50/month	\$50/month	\$50/month
ACE	3%	\$25/month	\$50/month	\$75/month
Mid-Management	3%	n/a	n/a	n/a
Confidential	3%	n/a	n/a	n/a
Captain	3%	n/a	n/a	n/a
Management	2.75%	\$25/month	\$25/month	\$25/month

Fiscal Impact: The anticipated fiscal impact of the salary adjustment in FY 2022-23 is \$200,000 which is included as part of the recently adopted Budget.

Attachments:

1. Resolution Approving the 2022-23 salary schedule.

Report Prepared By: Larry Laurent, Assistant to the City Manager

Reviewed By: Chloé Woodmansee, City Clerk; Samantha Zutler, City Attorney

Approved By: Jamie Goldstein, City Manager