



CITY OF DEL REY OAKS

650 CANYON DEL REY BLVD., DEL REY OAKS, CALIFORNIA 93940
PHONE (831) 394-8511 FAX (831) 394-6421

TO: Honorable Mayor and Council Members

FROM: John Guertin, City Manager

BY: Roberto Moreno, RGS Strategic Services Consultant

DATE: May 20, 2025

SUBJECT: Retroactive Salary Schedule for Fiscal Year 2021-22

Discussion

CalPERS recently conducted a compensation review of former Police Chief Jeffrey Hoyne for the period of 10/01/2018 – 12/16/2022. Staff was able to provide all the requested information with one exception. Staff was not able to find a Council approved salary schedule that had his correct salary as reported to CalPERS.

On August 24, 2021 Council approved a new contract with a salary increase for Jeffrey Hoyne, former Chief of Police, as part of his performance review in closed session. It appears the Salary Schedule was not updated at that time. CalPERS recommends that the City approve a Retroactive Salary Schedule for Fiscal Year 2021-2202 to correct the Monthly pay rate to \$14,333.33 and an Hourly Pay Rate of \$82.69 to validate the pay rates for Jeffrey Hoyne.

Without the retroactive salary schedule, CalPERS will use the hourly rate of \$80.29 which matches the provided Publicly Available Pay Schedule, until a Council approved publicly available pay schedule is provided. In other words, in order for former Chief Hoyne to receive retirement credit for his reported earnings, the Council needs to approve the attached Retroactive Salary Schedule for FY 2021-22.

Recommendation

Approve the retroactive salary resolution. The only difference between the retroactive salary resolution and the original salary resolution approved for FY 21-22 is the salary for the Chief of Police.

Fiscal Impact

There is no fiscal impact from this approval. This action serves to satisfy the CalPERS requirement of having all paid wages in a Publicly Available Pay Schedule.

Attachments

Resolution approving retroactive salary schedule for FY 2021-22, effective 08/26/21.

Respectfully submitted,

John Guertin
City Manager

RESOLUTION NO. 2025-05
A RESOLUTION OF THE CITY OF DEL REY OAKS RETROACTIVELY APPROVING
SALARIES FOR THE FISCAL YEAR 2021-2022, EFFECTIVE 08/16/2021

BE IT RESOLVED by the City Council of the City of Del Rey Oaks, as follows:
That for the fiscal year 2021-2022, effective August 16, 2021 the following salary plan is adopted.

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
City Manager	Per Contract				15,000.00
SEMI-MONTHLY					7,500.00
HOURLY RATE					86.54
Deputy City Clerk and Assistant to the	6,642.92	6,999.25	7,349.25	7,716.75	8,102.58
SEMI-MONTHLY	3,321.46	3,499.63	3,674.63	3,858.38	4,051.29
HOURLY RATE	38.32	40.38	42.40	44.52	46.75
Administrative Assistant	4,333.33	4,550.00	4,777.07	5,016.27	5,267.60
SEMI-MONTHLY	2,166.67	2,275.00	2,388.54	2,508.14	2,633.80
HOURLY RATE	25.00	26.25	27.56	28.94	30.39
Chief of Police	Per Contract				14,333.33
SEMI-MONTHLY					7,166.67
HOURLY RATE					82.69
Police Commander	7,031.08	7,401.17	7,790.75	8,200.83	8,610.92
SEMI-MONTHLY	3,515.54	3,700.58	3,895.38	4,100.42	4,305.46
HOURLY RATE	40.56	42.70	44.95	47.31	49.68
Police Sergeant	6,205.42	6,532.08	6,858.75	7,201.75	7,743.25
SEMI-MONTHLY	2,816.55	2,957.70	3,104.64	3,260.00	3,423.78
HOURLY RATE	35.80	37.69	39.57	41.55	44.67
Police Officer	5,351.75	5,633.50	5,914.00	6,209.75	6,520.25
SEMI-MONTHLY	2,675.88	2,816.75	2,957.00	3,104.88	3,260.13
HOURLY RATE	30.88	32.50	34.12	35.83	37.62
Public Works Supervisor	4,020.98	4,222.02	4,436.11	4,657.81	4,888.20
SEMI-MONTHLY	5,130.00	5,400.00	5,685.00	5,985.00	6,317.91
HOURLY RATE	2,565.00	2,700.00	2,842.50	2,992.50	3,158.96
	30.58	31.94	33.36	34.87	36.45
Temporary/Part Time Employees	Up to this amount, at the discretion of the City Manager				N/A
HOURLY RATE					50.00

1. City Council Members shall be paid the sum of \$100.00 per month for attendance at all regular and special council meetings unless previously granted a leave of absence with pay, or unless excused by the Mayor.

2. All Employees of the City pay the full employee paid percent contribution to each employee's PERS account.

3. The Police Chief and City Manager's salaries are per individual contract.

4. Police Reserve officers are paid at a rate of \$30.00 per hour worked.

PASSED AND ADOPTED at a regular meeting of the Del Rey Oaks City Council duly held on May 20, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Attest:

Scott Donaldson, Mayor

Karen Minami, City Clerk