

City of Hesperia

STAFF REPORT



DATE: July 17, 2018

TO: Mayor and Council Members
Chair and Board Members, Hesperia Water District

FROM: Nils Bentsen, City Manager

BY: Casey Brooksher, Director of Finance
Rachel Molina, Assistant to the City Manager
Rita Perez, Human Resources Manager

SUBJECT: Revised Combined Compensation Schedules

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2018-043 and the Board of Directors of the Hesperia Water District adopt Resolution HWD 2018-13, approving the City's revised Combined Compensation Schedule encompassing December 9, 2017 through February 19, 2018 as well as for the new revised compensation schedule for Fiscal Year (FY) 2018-19 effective July 7, 2018.

BACKGROUND

The California Public Employees' Retirement System (CalPERS) requires that the City Council, Commissions, and Board of Directors (City Council) approve and adopt a Combined Compensation Schedule whenever there are changes to salaries. In order for an employee to receive service credit for a salary the salary must be listed on an approved and adopted Compensation Schedule.

The most recent approved and adopted revised Combined Compensation Schedule occurred on March 6, 2018 with the adoption of Resolution No. 2018-014 and HWD 2018-06.

ISSUES/ANALYSIS

Two distinct actions have occurred since last revision to the Combined Compensation Schedule, which as mentioned, was adopted on March 6, 2018.

The first action, which will impact the Combined Compensation Schedule for the period of December 9, 2017 through February 19, 2018, is a result of an audit of City positions that was conducted by Human Resources Division. During the audit, it was noted that two positions were not included on the March 6, 2018 schedule. As required by CalPERS, each position shall be listed on an approved and adopted compensation schedule in order for employees to be properly compensated for terms of pensions. These positions were temporary positions held by employees until the City was able to reorganize due to retirement.

The second action, effective July 7, 2018 is the addition of a new position and the incorporation of a 3% Cost of Living Adjustment (COLA) to salaries in the FY 2018-19 Budget, which was adopted by the City Council on June 5, 2018 with Resolution No. 2018-29, HWD 2018-09, CDC 2018-06, and HHA 2018-06.

FISCAL IMPACT

There is no fiscal impact to adopting the Combined Compensation Schedules as this is an information schedule required by CalPERS and all increases are included in the adopted budget.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Resolution No. 2018-043
2. Resolution HWD 2018-13
3. Combined Compensation Schedule Revised and Effective December 9, 2017 through February 19, 2018
4. Combined Compensation Schedule Revised and Effective July 7, 2018