

# City of Hesperia

## STAFF REPORT



**DATE:** July 16, 2019

**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

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### RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2019-033 and the Board of Directors of the Hesperia Water District adopt Resolution HWD 2018-13; approving the City's Fiscal Year (FY) 2019-20 revised Combined Compensation Schedule effective July 1, 2019 for the addition of new positions, as well as a second schedule effective on July 6, 2019 to incorporate the approved salary increases.

### 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 July 17, 2018 with the adoption of Resolution No. 2018-043 and HWD 2018-13.

### ISSUES/ANALYSIS

On June 4, 2019, the City Council adopted the FY 2019-20 Budget with Resolution No. 2019-024, HWD 2019-05, CDC 2019-03, and HHA 2019-03. The FY 2019-20 Budget included new positions effective July 1, 2019 and incorporated a 2.5% Cost of Living Adjustment (COLA) to salaries effective July 6, 2019.

### 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 Fiscal Year 2019-20 adopted budget.

### ALTERNATIVE(S)

1. Provide alternative direction to staff.

**ATTACHMENT(S)**

1. Resolution No. 2019-033
2. Resolution HWD 2019-08
3. Combined Compensation Schedule Revised and Effective July 1, 2019
4. Combined Compensation Schedule Revised and Effective July 6, 2019