

City of Hesperia

STAFF REPORT



DATE: March 3, 2020

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, Deputy City Manager
Rita Perez, Human Resources Manager

SUBJECT: Revised Combined Compensation Schedules

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2020-08 and the Board of Directors of the Hesperia Water District adopt Resolution HWD 2020-04, approving the City's Fiscal Year (FY) 2019-20 revised Combined Compensation Schedule effective February 19, 2020 for the addition of new positions.

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 when 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 16, 2019 with the adoption of Resolution No. 2019-033 and HWD 2019-08.

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. On February 18, 2020, the City Council adopted the FY 2019-20 Mid-Year Budget Review with Resolutions No 2020-07 and HWD 2020-03. The FY 2019-20 Mid-Year Budget Review included new positions effective February 19, 2020.

Additionally, effective January 1, 2020, the California minimum wage increased to \$13.00 an hour. This required the base step for the Administrative Intern to increase by \$1.00 to comply with the State's minimum wage.

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. 2020-08
2. Resolution HWD 2020-04
3. Combined Compensation Schedule Revised and Effective February 19, 2020