

City of Hesperia

STAFF REPORT



DATE: April 6, 2021

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

FROM: Nils Bentsen, City Manager

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

SUBJECT: Revised Combined Compensation Schedules

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2021-17 and the Board of Directors of the Hesperia Water District adopt Resolution HWD 2021-06, approving the City's Fiscal Year (FY) 2020-21 revised Combined Compensation Schedule effective March 15, 2021 to incorporate the City Manager's salary change.

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 September 1, 2020 with the adoption of Resolution No. 2020-058 and HWD 2020-19.

ISSUES/ANALYSIS

The City Manager Employment Agreement was approved on June 2, 2020, which included a salary decrease to his base salary. On March 2, 2021, the City Council adopted the FY 2020-21 Mid-Year Budget review with Resolution No. 2021-09 and HWD 2021-03 reversing the 10% salary reduction.

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. 2021-17
2. Resolution HWD 2021-06
3. Combined Compensation Schedule Revised and Effective March 15, 2021