

City of Hesperia

STAFF REPORT



DATE: August 3, 2021

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

FROM: Nils Bentsen, City Manager

BY: Casey Brooksher, Director of Administrative Service
Rita Perez, Deputy Human Resources/Risk Management Director

SUBJECT: Revised Combined Compensation Schedules

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2021-25, the Board of Directors of the Hesperia Water District adopt Resolution HWD 2021-10, and the Board of Directors of the Hesperia Housing Authority adopt Resolution HHA 2021-06 approving the City's Fiscal Year (FY) 2020-21 revised Combined Compensation Schedule and FY 2021-22 Combined Compensation Schedules.

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 April 6, 2021 with the adoption of Resolution No. 2021-017 and HWD 2021-06.

ISSUES/ANALYSIS

On June 15 2021, the City Council adopted the FY 2021-22 Operating Budget with Resolution No. 2021-21, HHA 2021-02 and HWD 2021-07 which included the 2% cost of living adjustment (COLA) to salaries, range change for seventeen (17) represented and non-represented positions, and the restructuring of departments to enhance operational efficiencies.

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. 2021-25
2. Resolution HWD 2021-10
3. Resolution HHA 2021-06
4. Combined Compensation Schedule Revised and Effective
 - a. November 9, 2020
 - b. March 15, 2021
 - c. July 1, 2021
 - d. July 3, 2021
 - e. July 3, 2021 Monthly/ Hourly Ranges Only
 - f. July 3, 2021 Non-Represented Hourly Ranges Only