



Agenda Item

City Council

Item #: 3.34.

7/13/2021

File #: 21-0380

TO: Honorable Mayor and Members of the City Council

THRU: Rick Otto, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Amend the Citywide Pay Schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5. Resolution No. 11338.

2. SUMMARY

Per the California Code of Regulations, Title 2, Section 570.5, the City must abide by the California Government Code when establishing and reporting compensation for its employees. The pay schedule must meet the following requirements: must be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws, identifies the position title of every employee position, shows the pay rate for each position, indicates the time base for each pay rate, is posted at the office of the employer or immediately accessible for public review during normal business hours or posted on the employer's internet website, indicates an effective date and date of any revisions, is retained by the employer and available for public inspection for a period not less than five years, and does not reference another document in lieu of disclosing the pay rate. The last amendment to the Citywide Pay Schedule was effective March 14, 2021 via Resolution No. 11307.

3. RECOMMENDED ACTION

Adopt Resolution No. 11338. A Resolution of the City Council of the City of Orange amending the Citywide Pay Schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5.

4. FISCAL IMPACT

None.

5. STRATEGIC PLAN GOALS

Goal 1: Provide for a safe community

b: Provide and maintain infrastructure necessary to ensure the safety of the public.

Goal 4: Provide outstanding public service

e: Attract, retain and develop quality employees dedicated to public service.

6. DISCUSSION AND BACKGROUND

The City Council previously approved various Resolutions that address classification, compensation, and terms of employment with various groups. These include:

- Resolution No. 11273 between the City of Orange and the City of Orange Police Management Association with a salary adjustment effective June 20, 2021
- Resolution No. 11274 between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO with a salary adjustment effective June 20, 2021, which was amended by Resolution No. 11333 to approve the salary tables effective June 20, 2021
- Resolution No. 11275 between the City of Orange and the Orange Fire Management Association with a salary adjustment effective June 20, 2021
- Resolution No. 11277 between the City of Orange and the City of Orange Police Association with a salary adjustment effective June 20, 2021, which was amended by Resolution No. 11341 to include the newly established classifications of Homeless Outreach Specialist and Police Jailer effective July 1, 2021, and
- Resolution No. 11332 relating to the classification, compensation, and terms of employment of Executive Management and Senior Management Employees, on June 8, 2021 with an effective date of July 1, 2021

All salary adjustments included in the Resolutions above have been incorporated into the attached Salary Schedule.

7. ATTACHMENTS

- Resolution No. 11338