



# City of Orange

## Legislation Text

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File #: 21-0473, Version: 1

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**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. 11353.

### 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 July 13, 2021 via Resolution No. 11338.

### 3. RECOMMENDED ACTION

Adopt Resolution No. 11353. 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

On August 10, 2021, the City Council approved the First Amendment to the Agreement for

Employment of the City Attorney in recognition of the City Attorney's dedicated service and performance. This agreement agreed to increase the City Attorney's salary in accordance with the Executive Management Terms of Employment, which established, by Resolution, that the salary for the City Attorney be established at 5% higher than the highest paid Department Head. The resulting salary adjustment is a 4% increase from the previous salary of \$20,232 per month to \$21,053 per month. This salary adjustment has been incorporated into the attached Salary Schedule.

## **7. ATTACHMENTS**

- Resolution No. 11353