



# Staff Report

City Council

Item No. {{section.number}}.C

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**Meeting Date:** June 26, 2024

**From:** Eugenia Torres, HR Manager

**Title:** Salary Schedule Updates Effective July 2024 for Non-Rep and CCPMA

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## **RECOMMENDATION:**

To adopt a resolution of the City Council approving citywide publicly available pay schedules in accordance with Code of Regulations, Title 2, Section 570.5, 571 and 571.1 and rescinding Resolution 2024-20.

## **BACKGROUND:**

Pursuant to contractual agreements and operational needs, cost of living adjustments and other miscellaneous changes for certain positions and bargaining groups are included in the resolution for consideration.

## **DISCUSSION:**

The following is a list of amendments to the salary schedules that are included in the proposed resolution before you for consideration:

1. Approve an updated salary schedule for Non-Represented employees reflecting a 3% Cost of Living Adjustment (COLA) increase. The COLA proposed for the Non-Represented groups is in accordance with the previously approved and budgeted compensation agreements.
  2. Approve an updated salary schedule for CCPMA (Police Sergeants and Commanders) reflecting a 3.5% COLA increase for Sergeants and a 4% COLA increase for Commanders. The COLAs proposed for the CCPMA (Police Sergeants and Commanders) groups are in accordance with the previously approved Memorandum of Understanding (MOU).
  3. Approve a classification title change from Director of Engineering & Public Works to Director of Public Works within the Non-Represented group.
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4. Approve adding a new Junior Engineer position to the AFSCME bargaining unit. Adding a Junior Engineer position to the AFSCME bargaining unit will provide an entry-level classification and career path for engineering staff and facilitate filling an existing vacancy.
5. Approve a classification title change from Development Project Manager to Engineering Field Project Manager within the Non-Represented group. Changing the title of the Development Project Manager to Engineering Field Project Manager provides clearer delineation between project management of private development projects versus public capital projects managed by the City's engineers and construction inspectors.
6. We are proposing limited-term (LT) and part-time (PT) positions for the non-represented employee group. These positions are not full-time and therefore default to non-represented status. This classification ensures appropriate staffing flexibility while maintaining consistency with our current employment practices for non-full-time roles:
  - (LT) Ambulance Operator/Paramedic
  - (LT) Ambulance Operator/EMT
  - (PT) IT Technician

These changes are consistent with the City's policy goals of attracting and retaining a talented municipal workforce through competitive compensation and proactive classification maintenance.

**FISCAL IMPACT:**

None. All the salary changes were previously approved and budgeted. This action just updates the salary schedules to reflect those changes.

**FIVE-YEAR STRATEGIC PLAN:**

Goal A - SERVE THE COMMUNITY WITH PRIDE AND DEDICATION

Objective: Through diversity, equity, and inclusion driven employee programs and experiences, Cathedral City is the employer of choice with a workforce that is engaged, motivated, and respected public stewards.

**ATTACHMENTS:**

1. Resolution
2. Salary Schedules