



CITY COUNCIL STAFF REPORT

TO: Honorable Mayor and City Council **DATE:** September 17, 2018

FROM: Matthew Bronson, City Manager

PREPARED BY: Karla Mattocks, Management Analyst/Human Resources

SUBJECT: Authorization to Amend the Classification and Compensation Plan for the Classification of Engineering Technician

RECOMMENDATION

Adopt the Resolution amending the salary range for the job classification of Engineering Technician (non-exempt).

BACKGROUND

In preparation for the 2018 employee labor union negotiations, Human Resources completed a compensation review of all current job classifications to identify potential adjustments based on business needs. This compensation review revealed that the base salary for the position of Engineering Technician is approximately 15% below the average of comparable local cities (Attachment 2). Additional research was conducted on employment sites which provide geographical salary information, including Glass Door and Payscale.com which confirmed that the salary range is significantly below industry standard pay for this type of position. Top candidates within the engineering field have many opportunities in this increasingly competitive job market and in order to continue to recruit qualified candidates it is essential that our pay structure is comparable to other agencies. This is also key in retaining employees and preventing them from seeking employment elsewhere offering a higher compensation structure.

Accordingly, staff is recommending the following monthly salary range for the position of Engineering Technician as part of the City’s ongoing classification review to bring the position compensation in line with the market average:

Current Salary:

	A	B	C	D	E
Section 4 – Competitive Service					
Engineering Technician	3357	3525	3701	3886	4080

Proposed Salary:

	A	B	C	D	E
Section 4 – Competitive Service					
Engineering Technician	3861	4054	4257	4470	4693

It is recommended that the salary increase be effective at the beginning of the next pay cycle, which is September 24, 2018.

FISCAL IMPACT

The annualized cost increase of the position would be \$8,800. The prorated cost for the rest of this fiscal year would be \$7,000 and this cost would be absorbed through department salary savings.

ALTERNATIVES

The City Council has the following alternatives to consider:

1. Adopt the Resolution amending the Compensation Plan for the classification of Engineering Technician (non-exempt).
2. Provide staff with alternate direction.

PUBLIC NOTIFICATION

The agenda was posted in accordance with the Brown Act. Representatives from the labor group representing this job classification and the impacted employee were provided a copy of this staff report and the meeting agenda.

ATTACHMENTS

1. Resolution No. 18-__ - Amending the Compensation Plan for the classification of Engineering Technician (non-exempt) and Exhibit A – Compensation for Engineering Technician (non-exempt) Classification
2. Compensation Survey – Classification Engineering Technician

RESOLUTION NO. 18-__

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GROVER BEACH, CALIFORNIA, AMENDING THE COMPENSATION PLAN FOR THE CLASSIFICATION OF ENGINEERING TECHNICIAN (NON-EXEMPT)

WHEREAS, Resolution No. 02-73 was adopted by the City Council on September 17, 2002, establishing rules governing compensation rates and related requirements for all job classes; and

WHEREAS, the City Council is desirous of amending Resolution No. 02-73 to increase the salary range for Engineering Technician job classification.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Grover Beach does hereby amend the Salary Schedule of the Classification and Compensation Plan Resolution No. 02-73 as depicted in Exhibit A – Staffing Detail and Salary Schedule effective as of the beginning of the next pay cycle, which is September 24, 2018.

On motion by Council Member _____, seconded by Council Member _____, and on the following roll-call vote, to wit:

- AYES: Council Members -
- NOES: Council Members -
- ABSENT: Council Members -
- ABSTAIN: Council Members -

the foregoing Resolution was **PASSED, APPROVED, and ADOPTED** at a Regular meeting of the City Council of the City of Grover Beach, California this 17th day of September, 2018.

**** D R A F T ****

JOHN P. SHOALS, MAYOR

Attest:

DONNA L. McMAHON, CITY CLERK

Exhibit A

City of Grover Beach
STAFFING DETAIL & SALARY SCHEDULE

Compensation Plan - Monthly Salary Ranges

	A	B	C	D	E
Section 4 – Competitive Service					
Engineering Technician	3861	4054	4257	4470	4693

Salary Survey Engineering Technician	Engineering Technician	Engineering Technician I	No Comparable	Engineering Technician I	Engineering Technician II	Engineering Technician
City	Grover Beach	Paso Robles	Arroyo Grande	San Luis Obispo	Atascadero	Pismo Beach
Sick Leave Accrual	12	12	12	12	12	12
Vacation/PTO	10	10	10	12	0	10
Holidays	13	12	14	13	13	13
PERS Formula - PEPRA	2% @ 62	2% @ 62	2% @ 62	2.7% @ 55	2.5% @ 55	2.5% @ 55
PERS Formula - Classic Tier 1	2.5% @ 55	2.5% @ 55	2.5% @ 55	2% @ 60	2% @ 55	2% @ 60
PERS Formula - Classic Tier 2 (if available)		2% @ 60	2% @ 62	2% @ 62	2% @ 62	2% @ 62
Life Insurance	\$ 50,000	NA	\$ 40,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
Base Pay	\$ 48,960.00	\$ 57,840.00	\$ -	\$ 59,878.00	\$ 55,336.00	\$ 66,684.00
Educational	\$ 2,496.96	\$ -	\$ -	\$ -	\$ -	\$ -
Longevity	\$ 2,448.00	\$ -	\$ -	\$ -	\$ -	\$ -
Cash In-Lieu	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bilingual	\$ 960.00	\$ 1,500.00	\$ -	\$ 910.00	\$ -	\$ 650.00
Notary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650.00
Flexible Benefit Program/Medical Reimb	\$ -	\$ 300.00	\$ -	\$ -	\$ -	\$ -
Overtime	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Subtotal Salary	\$ 54,864.96	\$ 59,640.00	\$ -	\$ 60,788.00	\$ 55,336.00	\$ 67,984.00
Other Pay						
Automobile Allowance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Uniform Allowance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Certificate Pay	\$ -	NA	\$ -	NA	\$ -	\$ -
Education Reimbursement	\$ 700.00	\$ 3,000.00	\$ -	\$ -	\$ 1,600.00	\$ 1,000.00
Safety Equipment Allowance (Persable for Classic)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Pay	\$ 700.00	\$ 3,000.00	\$ -	\$ -	\$ 1,600.00	\$ 1,000.00
Total Pay	\$ 55,564.96	\$ 62,640.00	\$ -	\$ 60,788.00	\$ 56,936.00	\$ 68,984.00
Benefits						
Social Security (6.2%)	\$ 3,401.63	\$ 3,697.68	\$ -	\$ 3,768.86	NA	\$ 4,215.01
Medicare (1.45 %)	\$ 805.69	\$ 908.28	\$ -	\$ 881.43	\$ 825.57	\$ 1,000.27
Workers Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Medical/Vision/Dental/Life	\$ 19,675.00	\$ 20,966.64	\$ -	\$ 17,304.00	\$ 20,036.52	\$ 21,168.00
Deferred Compensation	\$ 1,380.00	\$ 650.00	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 25,262.32	\$ 26,222.60	\$ -	\$ 21,954.28	\$ 20,862.09	\$ 26,383.28
Total Salary & Benefits	\$ 80,827.28	\$ 88,862.60	\$ -	\$ 82,742.28	\$ 77,798.09	\$ 95,367.28
	All Cities	County Cities				
Average Salary	\$ 57,739.60	\$ 57,739.60				
Average Base Pay & Incentive Pay	\$ 59,722.59	\$ 59,722.59				
Average Salary & Benefits	\$ 85,119.51	\$ 85,119.51				