

## Legislation Text

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**File #:** #19-346, **Version:** 1

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**PREPARED BY:** ALICIA GONZALES SOUTHERN    **DATE OF MEETING:** 08/05/19

**SUBJECT:**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO APPROVING AN ADMINISTRATIVE CORRECTION TO THE SALARY SCHEDULE FOR POLICE OFFICER, SERGEANT, LIEUTENANT, AND CAPTAIN FOR FY 2019/20

**CITY MANAGER RECOMMENDATION**

Adopt Resolution

**COMPLIANCE STATEMENTS**

The approval of this Resolution is not directly included in the FY2019-21 City Council Priority Workplan, effective March 1, 2019, but is required for effective City operations.

**CEQA Compliance Statement**

This is not a project as defined by CEQA.

**BACKGROUND**

The City Council approved a four-year contract with the San Pablo Police Employee's Association (SPPEA) on July 3, 2017. The approved MOU between SPPEA and the City included changes to salaries and benefits.

Updated salary schedules as well as staff salary adjustments in the approved MOU went to City Council as part of the mid-cycle budget adjustments on June 3, 2019. While implementing the Salary Schedule changes approved by the City Council on June 3, 2019, staff discovered a numerical error in the salaries for Police Officer, Police Sergeant, Police Lieutenant, and Police Captain. Specifically, each of the salaries for these listed classifications had been adjusted by 3% and should have been shown as adjusted by 3.5%.

Staff is resubmitting the SPPEA Salary Schedule, with a correction on this administrative error, for City Council approval as Exhibit 1 to the attached resolution.

The corrective action is budget neutral for both the City and staff as the budget was based on the correct amounts per the MOU and not the incorrect salary schedule. Further, staff have not received incorrect compensation due to this error, and there have been no erroneous adjustments made to salaries or benefits, as individuals were paid in accordance with the MOU.

**Budget, Fiscal and Legislative Standing Committee Review:** The proposed corrections were discussed with the Budget, Fiscal & Legislative Standing Committee at their July 24, 2019 meeting and after review and discussion, the Committee voted in favor of recommending approval to the City Council of the corrections.

**FISCAL IMPACT**

There is no budget impact associated with the recommendation. Funding is already approved in FY2019/20 budget based on the correct amounts per the MOU.