



AGENDA REPORT

Department: Administrative Services - Human Resources
Prepared by: Molly Brennan, Administrative Services Director
Meeting Date: Tuesday, June 20, 2023
Approved by: Armando Vergara, Interim City Manager

SUBJECT:

Amending the Confidential Group Salary Schedule to Revise the Salary of the Senior Information Technology Analyst for 2023 and 2024.

RECOMMENDATION:

Adopt the Resolution Entitled, "Resolution of the City Council of the City of National City, California, Amending the Confidential Group Salary Schedule."

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

On February 1, 2022, the City Council authorized 3% cost of living adjustments (COLAs) for all Confidential Group employee salaries, to be effective the first full pay period of January 2023 and January 2024, by amending the Confidential Group salary schedule.

The following month, in March 2022, the City Council approved the creation of a new classification, Senior Information Technology Analyst. At that time, the City Council authorized adding the new position to the Confidential Group and set a salary for 2022. However due to oversight, the March 2022 City Council action did not include authorization for the new classification of Senior Information Technology Analyst to receive the future 3% COLA in January 2023 and January 2024. The employee in this position has not received the 3% COLA for 2023 because it has not been authorized. Staff recommends approval of the resolution to correct the oversight and to authorize the Senior Information Technology Analyst to receive a 3% COLA retroactively back to January 2023 and a 3% COLA in January 2024, to mirror the COLA wage increases all other Confidential Group classifications received.

Exhibit A is the Confidential Group Salary Schedule, with the Senior Information Technology Analyst position's current salary reflected on the first page (2022) and the proposed 3% increases highlighted on the following two pages.

FINANCIAL STATEMENT:

The fiscal year 2023 budget and preliminary fiscal year 2024 budget already include personnel service appropriations to cover the 3% wage increase for the position. No additional appropriations are necessary.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA and is therefore not subject to environmental review.CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

Agenda Report posted within 72 hours of meeting date and time in accordance with Brown Act.

ORDINANCE:

Not Applicable

EXHIBITS:

Exhibit A – Proposed Confidential Group Salary Schedule 2023-2024

Exhibit B - Resolution