



AGENDA REPORT

Department: Administrative Services - Human Resources
Prepared by: Molly Brennan, Administrative Services Director
Meeting Date: Tuesday, August 1, 2023
Approved by: Scott Huth, Acting City Manager

SUBJECT:

Director of Public Works & City Engineer Salary Schedule Adjustment

RECOMMENDATION:

Adopt a Resolution entitled, "Resolution of the City Council of the City of National City, California, Amending the National City Executive Group Salary Schedule for the Classification of Director of Public Works and Director of Public Works/City Engineer."

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

In February 2022, City Council approved salary increases for Executive Employees for 2022, 2023, and 2024. The increases were based on an equity adjustment to provide each classification 70% of what was needed to bring the position salary to median based on a 2021 salary survey plus 3% Cost of Living Adjustments (COLAs) each year.

As of today, the position of Director of Public Works/City Engineer has received 9.66% increases in 2022 and 2023 and is scheduled for another 9.66% increase in February 2024. The current salary band is \$144,303.79 - \$182,826.12 and it will increase to \$158,243.53 - \$200,487.12 in February.

With the recent departure of the Director of Public Works/City Engineer, the position is vacant and efforts to fill the position are under way. However, our current salary range for the classification is preventing the City from securing quality candidates. Based on an updated salary survey of cities within San Diego County (Exhibit A), our current range max of \$182,826.12 puts National City as the second to lowest of the 18 public agencies. In order to make National City competitive to recruit potential candidates, staff is recommending adjusting the salary range for the Director of Public Works and Director of Public Works/City Engineer to be at the median of cities within the County effective August 22, 2023 and revoking the planned salary increase of 9.66% for February 2024.

This recommendation would move the salary range for the position to \$160,000 - \$218,108.80. To reiterate, this would remain the salary range for the Director of Public Works/City Engineer for the whole calendar year of 2024. Since this position's salary will be increased now, another increase in February 2024 would be unnecessary and a repeal of that increase is included in the Resolution.

FINANCIAL STATEMENT:

The difference between salary range maximum in February 2024 and the proposed salary range maximum with this action is a cost of approximately \$20,000 (\$218,108.80-\$200,487.12 plus payroll taxes and CalPERS contributions).

In fiscal year 2024, no additional budget appropriations will be necessary to cover this increase because of the short-term salary savings generated by the current position vacancy. However, in future budget years, this action will increase the budget by approximately \$20,000.

The Director of Public Works/City Engineer is 60% funded by the General Fund and 40% by the Sewer Fund. The future year's budget impact will be approximately a \$12,000 increase to the General Fund and an \$8,000 increase to the Sewer Fund.

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 – Regional Salary Survey for Director of Public Works
Exhibit B – Proposed Executive Salary Schedule
Exhibit C - Resolution