

RESOLUTION NO. 2023 -

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

WHEREAS, in February 2022, City Council approved salary increases for Executive employees for 2022, 2023, and 2024 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 each year; and

WHEREAS, 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; and

WHEREAS, based on a July 2023 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; and

WHEREAS, 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; and

WHEREAS, 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; and

WHEREAS, in future budget years, this action will increase the budget by approximately \$20,000, paid 60% from the General Fund and 40% by the Sewer Fund.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE, AND ORDER AS FOLLOWS:

Section 1: That the City Council hereby authorizes the amendment to the Executive Salary Schedule to increase the Director of Public Works and Director of Public Works/City Engineer classifications to a range of \$160,000 - \$218,108.80 effective August 22, 2023.

Section 2: That the City Council hereby authorizes the amendment to the Executive Salary Schedule to repeal the 9.66% salary increase scheduled for February 2024 for these two classifications.

Section 3: That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED and ADOPTED this 1st day of August, 2023.

Ron Morrison, Mayor

ATTEST:

Shelley Chapel, MMC, City Clerk

APPROVED AS TO FORM:

Barry J. Schultz, City Attorney