

**RESOLUTION NO. 2023 -**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, AMENDING THE NATIONAL CITY MANAGEMENT SALARY SCHEDULE FOR THE POSITION OF POLICE CAPTAIN AND AUTHORIZING AN INCREASE OF \$40,800 TO THE GENERAL FUND POLICE PERSONNEL SERVICES BUDGET APPROPRIATIONS**

**WHEREAS**, as a result of recent salary increases for Lieutenants called for in the current Memorandum of Understanding (MOU) with the Police Officers' Association (POA), Police Captains are currently being paid less than a Police Lieutenant; and

**WHEREAS**, the City strives to maintain a differential between positions in a series in order to recognize the higher-level duties of the higher-level position, as well as incentivize employees to promote; and

**WHEREAS**, an 11.608% salary increase for Police Captains will bring the differential between Lieutenant and Captain to 10% and will allow for a sufficient differential even accounting for future anticipated increases under the POA MOU; and

**WHEREAS**, the proposed salary increase will cost an estimated \$50,500 over a one-year time period and will cost \$40,800 over the current fiscal year 2023-2024 adopted budget; and

**WHEREAS**, City staff recommends amending the National City Management Salary Schedule to provide Police Captains an 11.608% increase effective September 5, 2023.

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

- Section 1:** Approves a salary increase of 11.608% for the Police Captain classification in the Management Salary Schedule as illustrated Exhibit A.
- Section 2:** Authorizes General Fund budget appropriations of \$40,800 in fiscal year 2023-2024 in the Police Department personnel services account.
- Section 3:** This Resolution shall take effect immediately upon its passage.
- Section 4:** 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 5th day of September, 2023.**

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Ron Morrison, Mayor

**ATTEST:**

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Shelley Chapel, MMC, City Clerk

**APPROVED AS TO FORM:**

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Barry J. Schultz, City Attorney