

CITY OF YUBA CITY
STAFF REPORT

Date: May 17, 2022
To: Honorable Mayor & Members of the City Council
From: Finance/IT Department
Presentation By: Spencer Morrison, Finance Director

Summary

Subject: Salary Schedule Modifications in the Police Department
Recommendation: Adopt a corrected Resolution amending the salary schedule and removing assignment pay job class codes
Fiscal Impact: The anticipated impact to the Police Department budget will be immaterial

Purpose:

To correct a typographical error in the April 19, 2022 Resolution authorizing removal of assignment pay from the salary schedule for compliance with current CalPERS regulations.

Council's Strategic Goal:

This staff report addresses the City Council's Strategic Goal of fiscal responsibility.

Background:

For administrative purposes, some Police Department job class numbers (JCNs) for officers were created to reflect special assignments. While this was efficient, it is not supported by Public Employment Retirement Law (PERL) and must be changed.

Analysis:

On April 19, 2022, City Council adopted a Resolution to remove assignment pay from the salary schedule. This Resolution has an incorrect job class number for Police Officer—FTO. Two Police Department special assignment pays, detective and field training officer (FTO), were combined with police officer JCNs to reduce manual calculations and data entry during the payroll process. A recent review by CalPERS found this practice inconsistent with the Police Officer's Association memorandum of understanding and PERL (Article 4, Section 571.1). The City is required to remove those JCNs, 2230 (Police Officer - Investigations) and 2210 (Police Officer - FTO), and calculate assignment pay manually. The attached salary schedule contains this correction and staff added descriptions of the assignment pay calculations.

Fiscal Impact:

The anticipated impact on the Police Department budget will be immaterial.

Recommendation:

Adopt a corrected Resolution amending the salary schedule and removing assignment pay job class codes.

Alternatives:

1. Do not approve the salary schedule modifications, or
2. Direct staff to other alternatives.

Attachments:

1. Corrected Resolution

Prepared By:
Spencer Morrison
Finance Director

Submitted By:
Diana Langley
City Manager

ATTACHMENT 1

RESOLUTION NO. 22-___

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
AUTHORIZING THE DIRECTOR OF FINANCE TO AMEND THE SALARY SCHEDULE FOR
POLICE ASSIGNMENT PAY**

WHEREAS, CalPERS requires that special assignment pay be reported as Special Compensation and not included in base pay; and

WHEREAS, City staff brought this request before City Council on April 19, 2022 with an incorrect job class number for Police Officer – FTO, which was included in the adopted resolution and must be corrected; and

WHEREAS, to best comply with CalPERS reporting requirements regarding special assignment pay (CalPERS Article 4, Section 571.1), JCN 2230 (Police Officer – Investigations) and JCN 2210 (Police Officer – FTO) will be removed from the salary schedule, effective April 23, 2022.

NOW THEREFORE, the City Council of Yuba City does resolve as follows:

Adopt a Resolution amending the salary schedule to remove JCN 2230 (Police Officer – Investigations) and 2210 (Police Officer – FTO) from the salary schedule. These changes shall become effective with the payroll period beginning April 23, 2022.

The forgoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 17th day of May, 2022.

AYES:

NOES:

ABSENT:

Dave Shaw, Mayor

ATTEST:

Ciara Wakefield, Deputy City Clerk

APPROVED AS TO FORM
COUNSEL FOR YUBA CITY

Shannon Chaffin, Esq.

Aleshire & Wynder, LLP