



City Council Agenda Item

City Council Meeting Date: May 16, 2017

TO: Patrick Wiemiller, City Manager

FROM: Gabriel Garcia, Human Resources Manager
g_garcia@ci.lompoc.ca.us

SUBJECT: Adoption of Resolution No. 6118(17) Amending and Restating the Master Pay Schedule as Required by California Public Employees' Retirement System

Recommendation:

Staff recommends the City Council adopt Resolution No. 6118(17) (attached) amending and restating the previously adopted Master Pay Schedule for all represented and unrepresented employee classifications of the City of Lompoc (City) covered by a City adopted compensation plan or City Council approved labor memorandum of understanding.

Background:

California Public Employees' Retirement System (CalPERS), pursuant to their interpretation of California Code of Regulations section 570.5, recommends all CalPERS employers maintain their compensation levels in one publicly available document, approved and adopted by the governing body, which must meet all of the following requirements:

- 1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- 2) Identifies the position title for every employee position;
- 3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- 4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;

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- 5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- 6) Indicates an effective date and date of any revisions;
- 7) Is retained by the employer and available for public inspection for not less than five years; and
- 8) Does not reference another document in lieu of disclosing the pay rate.

On February 21, 2017, the City Council approved and adopted Resolution No. 6096(17) in order to meet above CalPERS requirement.

CalPERS has indicated it may revisit their interpretation of the California Government Code of Regulations section 570.5; however, no documented change to their interpretation has been published. In light of the minimal effort to bring the City's various payroll schedules into a single schedule for approval by the City Council, staff intends to continue to produce a single schedule going forward for both CalPERS and City purposes at the time any individual classification's salary schedule is revised.

Discussion:

With the adoption of Resolution No. 6114(17) approving the Memorandum of Understanding with the International Association of Firefighters Local 1906 (IAFF) and amending that Compensation Plan, the City's Master Pay Schedule is concurrently being amended and restated to reflect the changes to the IAFF represented employee pay schedules.

Fiscal Impact:

The affirmation of previously approved separate pay schedules as a single Master Pay Schedule has no fiscal impact to the City for preparation or distribution. The potential fiscal impact for retiring employees is potentially significant if Resolution No. 6118(17) is not adopted because CalPERS has indicated it is unwilling to recognize improperly adopted pay schedules and thereby exclude "compensation earnable" for those affected employees pursuant to Government Code sections 20630, 20636, and 20636.1. By continuing to adopt updated comprehensive Master Pay Schedule meeting the requirements of California Code of Regulations section 570.5, the City minimizes the possibility that CalPERS may, incorrectly, reduce the pension for any individual former employee due to the lack of publication of an such a City Council approved single master pay schedule.

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Conclusion:

Adoption of an amended and restated Master Pay Schedule meeting all of the California Code of Regulations section 570.5 requirements as interpreted by CalPERS will continue to ensure the City remains in compliance with CalPERS regulations.

Respectfully submitted,

Gabriel Garcia, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Patrick Wiemiller, City Manager

Attachment: [Resolution No. 6118 \(17\)](#)