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RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIALTO, CALIFORNIA, UPDATING THE CITYWIDE CLASSIFICATION AND COMPENSATION SCHEDULE FOR FULL-TIME AND PART-TIME EMPLOYEES

WHEREAS, the City of Rialto (“City”) contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual payrate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, Section 2.12.070 of the Rialto Municipal Code requires that the offices and positions in the City employment be fixed and established by resolution of the City Council; and

WHEREAS, Rule IV of the City’s Personnel Rules, as adopted by the City Council in Resolution No. 4092 on January 3, 1995, states that the Personnel Officer shall submit a salary resolution that establishes the minimum through the maximum salary rate of pay for employee classifications, which shall be adopted by the City Council (“Classification/Compensation Plan”); and

WHEREAS, the City negotiated Memoranda of Understanding (“MOU”) with the Teamsters Mid-Management and Confidential Union; and

WHEREAS, the City has given appropriate notice and an opportunity to meet and confer over all matters within the scope of representation to all bargaining units affected by these changes, and has completed that process; and

WHEREAS, Section 2.50.060 of the Rialto Municipal Code lists a number of classifications that should be included in the Classification/Compensation Plan; and

WHEREAS, the City Council desires to adopt this Resolution to properly reflect the 6% COLA adjustment given for the 2023-24 Fiscal Year; and

1 **WHEREAS**, the City Council now desires to adopt this Resolution to increase the Cost of
2 Living Adjustment to six percent (5%) for the 2024-2025 Fiscal Year; and

3 **WHEREAS**, the City Council now desires to adopt a publicly available pay schedule to
4 reflect the payrates, in accordance with the requirements of California Code of Regulations,
5 Title 2, Section 570.5; and

6 **WHEREAS**, the City Council now desires to adopt this Resolution to reflect the
7 reclassifications that were approved through the FY 2024 Budget Adoption process effective
8 July 1, 2024; and

9 **WHEREAS**, the City Council now desires to adopt this Resolution to adopt Cost of Living
10 Adjustments for the employees that are covered under the Teamsters Mid-Management and
11 Confidential Union.

12
13 **NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF RIALTO DOES HEREBY**
14 **FIND, DETERMINE, AND RESOLVE AS FOLLOWS:**

15
16 **Section 1:** The Teamsters Mid-Management and Confidential Union shall receive the following
17 Cost of Living Adjustment of 5% on July 1, 2024, for the Fiscal Year of 2024-2025, as reflected
18 in the Classification and Compensation Salary Table attached hereto as Exhibit “A”.

19 **Section 2:** The following changes with full-time classifications within the Classification and
20 Compensation Plan are hereby approved, as reflected in the Classification and Compensation
21 Salary Table attached hereto as Exhibit “A”:

- 22 1. Create salary range for Director of Public Works (Exec/At-Will) at range 7700
- 23 2. Create salary range for City Engineer (Management/At-Will) at range 6400A
- 24 3. Create Salary range for Day Care Site Supervisor (RCEA) at range 3300

25 **Section 3:** The Group in Section 1 shall also accurately reflect the 6% COLA retroactive to July
26 1, 2023, as reflected in the Classification and Compensation Salary Table attached hereto as
27 Exhibit “B”

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Section 2: The City Clerk shall certify to adopt this Resolution, which shall take effect upon adoption.

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PASSED, APPROVED, AND ADOPTED this _____ day of _____, 2024.

DEBORAH ROBERTSON, Mayor

ATTEST:

BARBARA A. McGEE, City Clerk

APPROVED AS TO FORM:

ERIC VAIL, City Attorney

1 STATE OF CALIFORNIA)
2 COUNTY OF SAN BERNARDINO) ss
3 CITY OF RIALTO)
4

5 I, Barbara A. McGee, City Clerk of the City of Rialto, do hereby certify that the foregoing
6 Resolution No. _____ was duly passed and adopted at a regular meeting of the City Council of
7 the City of Rialto held on the _____ day of _____, 2024.
8

9 Upon motion of Council Member _____, seconded by Council Member
10 _____, the foregoing Resolution No. _____ was duly passed and adopted.
11

12 Vote on the Motion:
13 AYES:
14 NOES:
15 ABSTAIN:
16 ABSENT:
17

18 IN WITNESS WHEREOF, I have hereunto set my hand and the Official Seal of the City of
19 Rialto, this _____ day of _____, 2024.
20

21 _____
22 Barbara A. McGee, City Clerk
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Exhibit A Follows this page.