



# City of Rialto

## Legislation Details (With Text)

**File #:** 18-590      **Version:** 1      **Name:**  
**Type:** Resolution      **Status:** Agenda Ready  
**File created:** 6/13/2018      **In control:** City Council  
**On agenda:** 6/26/2018      **Final action:**  
**Title:** Request City Council to Approve Resolution No. 7363 Authorizing the City Employees' Compensation Rates and Schedule for the 2018-2019 Fiscal Year. (ACTION)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. resolution 18-19 compensation schedule.pdf, 2. salary schedule 18-19 effective July 8.pdf

Date	Ver.	Action By	Action	Result
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For City Council Meeting [June 26, 2018]

TO: Honorable Mayor and City Council

APPROVAL: Robb R. Steel, Interim City Administrator

FROM: Lucy M. Garcia, Director of Human Resources & Risk Management

Request City Council to Approve **Resolution No. 7363** Authorizing the City Employees' Compensation Rates and Schedule for the 2018-2019 Fiscal Year. (ACTION)

### **BACKGROUND:**

At the June 26, 2018, City Council Meeting, the City Council received a request to approve Tentative Agreements with the Rialto Police Officers' Association, General Bargaining Unit, and the Rialto Police Officers' Association, Management Bargaining Unit for new successor Memorandums of Understandings from August 1, 2016 through June 30, 2019. Salary adjustments in the amount of 8% for each Police Union for the 2018-19 fiscal year were included in the Tentative Agreements. As a result, should the Council proceed with approving the Tentative Agreements, the City's Compensation Schedule must be amended and approved for the proposed salary increases to be effective the first pay period in July 2018.

### **ANALYSIS/DISCUSSION:**

Per Section 2 of the City's Municipal Code, and the City's Personnel Rules Section IV, any additional compensation or benefits to City employees must be approved by resolution of the City Council. Generally, the City Council adopts the compensation resolution for employees annually during the approval of the new fiscal year budget; however, pursuant to recent negotiations, the compensation schedule is submitted earlier in consideration of new salary terms with the Rialto Police Unions.

The Council's approval of the proposed 2018-19 fiscal year Compensation Schedule as submitted for this report does not reflect any salary changes for other labor units. The City is currently in the process of resuming negotiations with the remaining five labor associations.

**ENVIRONMENTAL IMPACT:**

The request is not a Project as defined by Section 15378 of the California Environmental Quality Act (CEQA) Guidelines. A "Project" means the whole of an action, which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment. Pursuant to Section 15378 (b) (5) a project does not include organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.

**GENERAL PLAN CONSISTENCY:**

This action is consistent with Guiding Principle 3A in the General Plan:

Our City government will lead by example, and will operate in an open, transparent, and responsive manner that meets the needs of the citizens and is a good place to do business.

**LEGAL REVIEW:**

The City Attorney has reviewed and approved this staff report and its attachments.

**FINANCIAL IMPACT:**

Operating Budget Impact.

As indicated on the June 26, 2018 Tentative Agreement Staff Report with the Police Unions, the operating impacts to the 18-19 fiscal year budget from the 8% increase in salaries are estimated as follows:

- RPBA General Bargaining Unit: \$1,143,243
- RPBA Management Bargaining Unit: \$178,265

Capital Budget Impact

This action has no impact.

**RECOMMENDATION:**

Staff recommends that the City Council approve a Resolution authorizing the City Employees' Compensation Rates and Schedule for the 2018-19 fiscal year.