



# City of Rialto

## Legislation Text

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For City Council Meeting [December 11, 2018]

TO: Honorable Mayor and City Council

APPROVAL: Ahmad Ansari, Interim City Administrator

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

Request City Council to Adopt **Resolution No. 7437** Approving a Revised Salary Range for the Chief of Police position and amending the City's Salary Schedule.

**(ACTION)**

### **BACKGROUND:**

The City maintains a salary scheduling listing the salary ranges for all City positions. This salary schedule is intended to satisfy the CalPERS requirement of a publicly available pay schedule as set forth in 2 C.C.R section 570.5(a).

On December 11, 2018, the City Council will consider appointing Mark Kling as the permanent Police Chief, effective December 23, 2018. The salary schedule for the Police Chief position, however, must first be updated and approved by the City Council pursuant to transparency requirements and Personnel Rules, which specify Under Rule IV, Section One, that "no position shall be assigned a salary higher than the maximum or lower than the minimum salary provided for that classification unless the salary schedule for the classification is amended." The salary specified in Chief Kling's proposed employment contract is above the current salary range for the Chief of Police; accordingly, a revised compensation schedule is attached for formal Council consideration and approval.

### **ANALYSIS/DISCUSSION:**

The base salary proposed for the Police Chief position is intended to be at a rate commensurate with Chief Kling's prior experience and years of service with the City as Police Chief. In addition, the pay has been adjusted for: a) an 8% enhancement, which is equivalent to the amount to be considered and proposed for City department heads; and b) changes in the CalPERS contributions since Chief Kling's previous employment with Rialto, whereby the employee must now pay 12% of his salary towards the employer's share. Previously, the City paid the employer's share.

### **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's Office has reviewed this document and its attachments.

**FINANCIAL IMPACT:**

Operating budget Impact

The FY 18-19 Budget includes salary appropriations for the Police Chief position.

Capital Improvement Budget Impact

This action has no impact to the Capital Budget.

**RECOMMENDATION:**

Approve the Resolution amending the salary range for the Chief of Police position and amendment to the City's Salary Schedule.