



Staff Report

File #: 23-0005

REQUEST FOR CITY COUNCIL ACTION

DATE: 01/04/2023
TO: Honorable Mayor and City Council Members
FROM: Human Resources Department

SUBJECT:

Resolution approving the City of Corona Position Library and Compensation Plan and repealing all prior Plans, including Resolution No. 2022-119, to implement negotiated salary range increases per the City of Corona's Collective Bargaining Agreements and Resolutions.

EXECUTIVE SUMMARY:

This staff report asks the City Council to approve the City of Corona Position Library and Compensation Plan updating select compensation ranges due to compliance with City of Corona Collective Bargaining Agreements and Resolutions: Corona Executive Group Employees, Corona Firefighters Association IAFF Local #3757, Corona Management/Confidential Group Employees, Corona Police Employees Association, Corona Police Supervisors Association, Corona Public Service Employees Association, and Corona Supervisors Association.

RECOMMENDED ACTION:

That the City Council adopt Resolution No. 2023-001, approving the City of Corona Position Library and Compensation Plan and repealing all prior Plans, including Resolution No. 2022-119, effective December 7, 2022.

BACKGROUND & HISTORY:

State regulations for public employers require disclosure of position classifications and corresponding compensation. In an effort to ensure compliance and for even greater transparency, the City Council has previously adopted and updated the Position Library and Compensation Plan ("Plan"), a document that includes a list of all authorized employment positions for the City and their corresponding compensation ranges.

The Plan provides added organizational efficiency and permits departments to continue streamlining operations without impacting service levels. Additionally, it allows members of the public to see what any given position, even those not currently filled, is paid. To this end, it is essential to note that

this document is strictly a resource document of available employment positions, as the positions listed will not necessarily be budgeted or funded in any given fiscal year. A list of full-time budgeted positions is located on the City's website.

The following City of Corona Collective Bargaining Agreements and Resolutions state the following:

The Corona Firefighter Association IAFF Local 3757 Memorandum of Understanding 2022-2024, Article 3 - Compensation:

Effective the beginning of the pay period following January 1, 2023, the City agrees to increase the base rate of pay for each member of the bargaining unit by five and forty-nine one-hundredths percent (5.49%).

City of Corona Management/Confidential group Employees, Resolution dated March 2, 2022, Article 4 - Compensation:

Effective at the beginning of the pay period following January 1, 2023, base pay adjustments will be made as follows: (1) positions 4% or more below the 60th percentile of the market comparators will receive the second half of the amount of the difference to get them to the 60th percentile and (2) positions less than 4% out of market will receive a 2% base pay increase.

The Corona Police Employees Association Memorandum of Understanding, January 1, 2022-December 31, 2024, Article 2 - Compensation:

Effective the beginning of the pay period following January 1, 2023, the City agrees to increase the base rate of pay for each member of the bargaining unit 3.24%.

The Corona Police Supervisors Association Memorandum of Understanding, January 1, 2022-December 31, 2024, Article 2 - Compensation:

Effective the beginning of the pay period following January 1, 2023, the City agrees to increase the base rate of pay for each member of the bargaining unit 3.24%

The Corona Public Service Employees Association Memorandum of Understanding, November 16, 2021 - December 31, 2024, Article 2 - Compensation:

Effective January 14, 2023, the City agrees to increase the base salary for each member of the bargaining unit as follows: For classifications that were 4.01% or more below the 60th percentile, the other half of the amount necessary to reach the 60th percentile. For classifications that were 4.0% or less below the 60th percentile, these classifications will receive a 2% base salary increase. The Public Safety Dispatcher classifications will receive the other half of the amount necessary to reach the 70th percentile.

The Corona Supervisors Association Memorandum of Understanding, November 16, 2021 - December 31, 2024, Article 2 - Compensation:

Effective January 14, 2023, the City agrees to increase the base salary for each member of the bargaining unit as follows: For classifications that were 4.01% or more below the 60th percentile, the other half of the amount necessary to reach the 60th percentile. For classifications that were 4.0% or less below the 60th percentile, these classifications will receive a 2% base salary increase. The Public Safety Dispatcher Supervisor classifications will receive the other half of the amount necessary to reach the 70th percentile.

ANALYSIS:

All salary tables have been pre-established in each respective Memorandum of Understanding and Resolution. Each salary table is attached to this Staff Report for reference.

The Police Department has requested two job title name changes:

1. Crime Prevention Specialist to Community Outreach Specialist
2. Crime Prevention Assistant to Community Outreach Assistant

While the individual position descriptions for these positions will not be changing, since these both primarily coordinate community relations programs and community groups, including Community Outreach in the title is better reflective of the position.

FINANCIAL IMPACT:

All changes to the attached salary tables have already been approved by Council and budgeted for in the Fiscal Year 2023 budget.

The proposed job title changes do not come with a salary change, so there will be no financial impact.

ENVIRONMENTAL ANALYSIS:

This action is exempt pursuant to Section 15061(b)(3) of the Guidelines for the California Environmental Quality Act (CEQA), which states that a project is exempt from CEQA if the activity is covered by the commonsense exemption that CEQA applies only to projects that have the potential for causing a significant effect on the environment. This action will update two position titles and adhere to the negotiated contracts of the City of Corona, the activity is not subject to CEQA. There is no possibility that the acceptance of this report will have a significant effect on the environment.

PREPARED BY: REBECCA CHRISTOPHER, HUMAN RESOURCES SUPERVISOR

REVIEWED BY: ANGELA RIVERA, CHIEF TALENT OFFICER

Attachments:

1. Exhibit 1 - Position Library and Compensation Plan - Redline Version
2. Exhibit 2 - Resolution 2023-001, Position Library and Compensation Plan
3. Exhibit 3 - Salary Attachment