

RESOLUTION NO. _____ (2024 SERIES)

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN LUIS OBISPO, CALIFORNIA, AUTHORIZING AN AMENDMENT TO THE FY 2024-25 BUDGET APPROPRIATION TO FUND COMPENSATION CHANGES TO THE ENGINEERING MANAGEMENT CLASSIFICATIONS AND ADOPT A REVISED REGULAR AND CONTRACT EMPLOYEE SALARY SCHEDULE

WHEREAS, City Charter Section 804, Adoption of the Budget, allows City Council to amend or supplement the budget by motion adopted by a majority vote of the Council; and

WHEREAS, in accordance with the City of San Luis Obispo's Compensation Philosophy, which states that the City strives to provide excellent service to the community at all times, and to achieve its service standards, the City must attract and retain well qualified employees by providing competitive compensation; and

WHEREAS, Strategy 2.3, Foster and Promote Equitable Recruiting, Hiring, Retention, and Promotion Practices, of the 2023-25 Diversity, Equity and Inclusion (DEI) Major City Goal notes that the City will "develop and implement innovative and proven strategies, programs, and policies that successfully attract, engage, retain, develop, and support a diverse workforce"; and

WHEREAS, the City's Construction Engineering Manager, Supervising Civil Engineer, and Senior Civil Engineer salaries are between 7% and 13% below the relevant labor market, contributing to recruitment and retention challenges including multiple failed recruitments for these classifications and City employees accepting employment with competing agencies; and

WHEREAS, the City must maintain compliance with Public Employees' Retirement Law and the Public Employees' Pension Reform Act of 2013 which requires publicly available salary schedules that are duly approved by the employer's governing body; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of San Luis Obispo as follows:

SECTION 1. The City agrees to amend the engineering management classification specification salary grades, as shown in Exhibit A attached hereto, effective as soon as administratively possible.

SECTION 2. The FY 2024-25 expenditure budgets are hereby amended to reflect the compensation changes for the engineering management classifications.

SECTION 3. The ongoing cost of the reclassifications will be included in future budgets, starting with the 2025-27 Financial Plan.

Upon motion of _____, seconded by _____, and on the following roll call vote:

- AYES:
- NOES:
- ABSENT:

The foregoing resolution was adopted this _____ day of _____ 2024.

Mayor Erica A. Stewart

ATTEST:

Teresa Purrington
City Clerk

APPROVED AS TO FORM:

J. Christine Dietrick
City Attorney

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of San Luis Obispo, California, on _____.

Teresa Purrington
City Clerk