

RESOLUTION NO. _____ (2021 SERIES)

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN LUIS
OBISPO, CALIFORNIA, APPROVING THE RECLASSIFICATION OF 6
SUPPLEMENTAL YOUTH SERVICES SITE SPECIALISTS TO 6 FULL-
TIME EQUIVALENTS**

WHEREAS, in accordance with the San Luis Obispo City Charter Section 802, the City Manager submitted the 2020-21 Supplemental Budget to Council for its review and consideration on June 2, 2020; and

WHEREAS, the Council approved and appropriated the 2020-21 budget allocation including operating, debt service, and capital improvement plan budget; and

WHEREAS, the Youth Services Division has had recruitment challenges regarding recruiting qualified Youth Services Site Specialist positions for at least the past five years; and

WHEREAS, a January 2020 compensation study illustrated the City's Youth Services staff salaries were behind the market by approximately 29%, with many benchmark agencies providing full benefits to the Site Specialist position equivalent; and

WHEREAS, adjustments in the supplemental employee schedule has not retained staff at the levels required to effectively run childcare programming; and

WHEREAS, the Youth Services division has lost qualified Site Specialists to full-time positions within the City and externally; and

WHEREAS, childcare is in high demand within the City and throughout San Luis Obispo County, providing competitive wages and benefits for these key positions are critical for the quality and consistency of the overall program; and

WHEREAS, on April 20, 2021 Council reviewed and preliminarily the proposed recommended budget amendments for the 21-23 Financial Plan, which included reclassifying the Youth Services Site Specialists into 6 full-time equivalent positions, eligible for pay and benefits of comparable regular positions and the associated ongoing costs; and

WHEREAS, in order to appropriately coordinate and operate summer programming, which begins June 14, 2021, Parks and Recreation Department staff is requesting "early" approval of the reclassification of six LBT Youth Services Employees to six FTEs to begin job posting and recruitment immediately following Council approval.

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

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SECTION 1. The 2020-21 budget is hereby amended to adopt six full-time equivalent (FTE) positions as a result of a reclassification of six Limited Benefit Temporary staff to provide quality childcare programming to the community.

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

AYES:

NOES:

ABSENT:

The foregoing resolution was adopted this _____ day of _____ 2021.

Mayor Heidi Harmon

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

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