



CITY OF SAN MATEO

City Hall
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Agenda Report

Agenda Number: 16

Section Name: {{section.name}}

File ID: {{item.tracking_number}}

TO: City Council
FROM: Drew Corbett, City Manager
PREPARED BY: Human Resources Department
MEETING DATE: September 08, 2020

SUBJECT:
Merit Employees Salary Schedule – Approval

RECOMMENDATION:

Adopt a Resolution to authorize and approve the City of San Mateo merit employee current pay rates and ranges (salary schedule).

BACKGROUND:

Pursuant to Municipal Code Section 4.02, the City Council provides for the compensation of all officers and employees and salaries shall be fixed by Resolution.

Title 2 of the California Code of Regulations (CCR), Section 570.5, requires the City Council to adopt a full salary schedule as a standalone document detailing the rates of pay for each City classification and to maintain this salary schedule as a publicly available document for at least five years.

The California Public Employees' Retirement System (CALPERS) uses this salary schedule to determine the "compensation earnable" when calculating the monthly pension an individual will receive when they retire. "Compensation earnable" is defined by the Public Employees' Retirement Law (PERL) Government Code Sections 20636 and 20636.1 as pay rate and special compensation as defined in the statutes.

The City of San Mateo Merit Salary Schedule and the City Council, City Manager, City Attorney, Department Head and Deputy Director Salary Schedule (executives) are consistent with classifications and pay rates for current employees at this time, and no changes to the various salary ranges are proposed by the adoption of the salary schedules.

The Merit Salary Schedule (Attachment 1 - Exhibit A) reflects salary changes previously approved by the Council in Resolutions. There are no salary changes in the City Council, City Manager, City Attorney, Department Head and Deputy Director Salary Schedule (Attachment 1- Exhibit B).

Salary schedules are available to the public on the City's website.

BUDGET IMPACT:

There is no fiscal impact related to the adoption of this Resolution.

ENVIRONMENTAL DETERMINATION:

This action is not a project subject to CEQA, because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines Section 15378(b)(5).)

NOTICE PROVIDED

All meeting noticing requirements were met.

ATTACHMENTS

Att 1 - Proposed Resolution

Exhibit A - Merit Employees Salary Schedule

Exhibit B – City Council, City Manager, City Attorney, Department Heads, and Deputy Directors Salary Schedule

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