



DATE: October 13, 2020

CATEGORY: Consent

DEPT.: Human Resources

TITLE: **Resolution Approving Salary Plan Documents from Fiscal Year 2016-17 through Fiscal Year 2020-21 to Comply with Public Employees' Retirement Law**

RECOMMENDATION

Adopt a Resolution Approving Salary Plan Documents from Fiscal Year 2016-17 through Fiscal Year 2020-21 to Comply with the Public Employees' Retirement Law, to be read in title only, further reading waived (Attachment 1 to the Council report).

BACKGROUND

Government Code Sections 20636 and 7522.34 and California Code of Regulations Sections 570.5 and 571.1 require that pay rates be reported pursuant to a publicly available pay schedule that has been duly approved and adopted by the employer in accordance with applicable public meeting laws.

In November 2019, the California Public Employees' Retirement System (CalPERS) conducted a salary plan audit, and, in June 2020, CalPERS determined the City's salary plan must include the title and salary for elected City Council positions. CalPERS requires the City to take action to amend pay schedules from Fiscal Year 2016-17 through Fiscal Year 2020-21 to include the position title and salary for Councilmembers and the Mayor in order to come into compliance.

Additionally, the Fiscal Year 2020-21 salary plan documents inadvertently omitted the recently reclassified Emergency Communications Manager position. The amended Fiscal Year 2020-21 salary includes the Emergency Communications Manager position title and salary in order to come into full compliance.

ANALYSIS

The salary for Councilmembers and the Mayor is governed by the City of Mountain View Charter, Section 503. As noted in Exhibit A to the attached Resolution, in Fiscal Year 2020-21, the biweekly salary for Councilmembers and the Mayor is \$533.97 and \$667.49,

respectively. The City's longstanding practice has been to not include the Councilmember and Mayor position titles and salaries from the salary plan documents because they are not approved by City Council as other employee salaries are.

CalPERS informed City staff that the salary plan must include Councilmember and Mayor salaries in order to reflect the annual automatic cost-of-living adjustment for these positions. This ensures the adjusted Councilmember and Mayor salaries are publicly available.

Going forward, the City will comply with this direction from CalPERS and staff will include Councilmember and Mayor salaries in salary plans in future compensation-related resolutions presented to Council for adoption.

FISCAL IMPACT – There is no fiscal impact associated with this resolution.

ALTERNATIVES

1. Direct staff to provide additional information.
2. Provide other direction.

PUBLIC NOTICING – Agenda posting and a copy of report to CalPERS.

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Attachment: 1. Resolution