



City of Needles, California Request for Council Action

CITY COUNCIL NPUA BOARD OF PUBLIC UTILITIES
 Regular Special

Meeting Date: January 11, 2022

Title: Phase II Pay and Classification Study Additional Recommendation – City Clerk

Background: As part of an agreement with the labor unions, the City committed to consider revamping the job classifications and pay system. The Pay and Classification Study was put out for bid and a study was finalized on September 25, 2019 by Creative Management Solutions. Those changes were implemented in July 2021. The City then requested a follow-up report for a particular list of positions, that were either new, being proposed, or an actual grade recommendation was being requested.

The proposed change for the City Clerk position is to move from range 100 to range 132. The increase for this change will be made in one increment, effective 7/1/2021.

Fiscal Impact: \$8,819.20 for FY 2022

Sylvia Miledi AM 1/4/21

Recommendation: Adopt Resolution NO. 2022-07

Submitted By: Tracy Beck, HR Specialist

City Management Review: Rick

Date: 1/4/22

Approved:

Not Approved:

Tabled:

Other:

Agenda Item: 7

RESOLUTION NO. 2022-07

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF NEEDLES, CALIFORNIA ADOPTING
PHASE II OF THE PAY & CLASS STUDY OUTCOME FOR THE CITY CLERK

WHEREAS, as part of an agreement with the labor unions, the City committed to modernize and revamp the job classifications and pay system.

WHEREAS, that pay and class study was put out for bid and a study was finalized on September 25, 2019 by Creative Management Solutions.

WHEREAS, per direction of the City Manager, April 2021 a Phase II study was requested from Creative Management Solutions. Phase II was for those positions that were new, previously unassigned, need a second review, or a compensation compaction existed due to the original report.

WHEREAS, the City Council reviewed Phase II of the Pay and Classification Study, at Council Executive Session on September 28, 2021.

WHEREAS, an additional recommendation was received from Creative Management Solutions, regarding the salary of the City Clerk.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Needles, California does hereby approve and adopt recommendation of salary increase for City Clerk, from range 100 to range 132, effective date retro to 7/1/2021.

PASSED, APPROVED, AND ADOPTED at a regular meeting of the City Council of the City of Needles, California, held on the 11th day of January, 2022 by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Mayor

(SEAL)

ATTEST:

City Clerk

APPROVED AS TO FORM:

Attorney