

RESOLUTION NO. 2024-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA MESA
APPROVING THE FISCAL YEAR 2024-2025 COMPENSATION PLAN TO
REFLECT SALARY RANGE ADJUSTMENTS TO THE SAFETY VOLUNTEER
COORDINATOR, CLINICAL HOMELESS OUTREACH SPECIALIST, AND
PROFESSIONAL STANDARDS UNIT ASSISTANT CLASSIFICATIONS

WHEREAS, the City of La Mesa is a general law city which derives its power from state law and uses State Governmental Code to enumerate the City's powers and form of government. The City of La Mesa employs a Council-Manager form of government. In this arrangement, the City Council is responsible for determining policy, and the City Manager ensures that such policy is implemented; and

WHEREAS, California Government Code Section 20636 and California Code of Regulations Section 570.5 require California Public Employee Retirement System member agencies to maintain and publicly post publicly available pay schedules.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED by the City Council of the City of La Mesa, California, as follows:

1. On June 25, 2024, the City Council of the City of La Mesa approved the Compensation Plan for Fiscal Year 2024-25, to reflect the salary ranges and pay steps per the terms of the 2024-2027 Memorandum of Understanding between the City of La Mesa and the La Mesa Police Officers' Association, salary adjustments for Police Management (sworn), salary adjustments previously approved in Memoranda of Understanding for La Mesa City Employees Association and Heartland Firefighters of La Mesa Local #4759, as well as approved compensation plans for unrepresented (non-sworn) employees.

2. On June 11, 2023, the City Council of the City of La Mesa approved the addition of two new classifications in the Police Department, the Volunteer Safety Coordinator and the Professional Standards Unit Assistant.

3. On August 13, 2024, the City Council of the City of La Mesa approved the adjustment of the annual salary range of the Professional Standards Unit Assistant from \$59,717 - \$75,130 to \$73,050 - \$95,576 to more closely align the position to its job duties and qualifications required. Upon further review, the classification that needed the salary range adjustment was the Safety Volunteer Coordinator, not the Professional Standards Unit Assistant.

4. This resolution adopts the annual salary range adjustment of the Professional Standards Unit Assistant back to its original salary range of \$59,717 - \$78,124 (maximum annual range increased with the new step G effective 7/5/24).

5. This resolution also adopts the annual salary adjustment of the Volunteer Safety Coordinator from its annual range of \$64,848 - \$81,567 to \$73,050 - \$95,576 to more closely align with the supervisory job duties and qualifications required.

6. This resolution also adopts the annual salary adjustment of the Clinical Homeless Outreach Specialist from its range of \$73,050 - \$95,576 to \$81,619 - \$106,766 to more closely align with supervisory job duties and advanced level of education required.

7. The salary adjustments reflected in this resolution will be effective the first full pay period September 2024;

8. The compensation for all City of La Mesa employees as set forth and prescribed in the City of La Mesa Compensation Plan for Fiscal Year 2024-25, listing classifications, salary ranges/bands, and pay steps is hereby approved and accepted. A copy of said compensation plan is attached hereto and made part of hereof by reference, as though the same were set forth in full herein.

BE IT FURTHER RESOLVED the position listings, salary ranges/bands, and pay steps as set forth in the City of La Mesa Compensation Plan for Fiscal Year 2024-25 shall be in full force and effect.

PASSED AND ADOPTED at a Regular meeting of the City Council of the City of La Mesa, California, held the 10th day of September 2024, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF CITY CLERK

I, MEGAN WIEGELMAN, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. 2024-, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MEGAN WIEGELMAN, CMC, City Clerk

(SEAL OF CITY)