



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: November 22, 2022

SUBJECT: RESOLUTIONS APPROVING THE AMENDED CITY OF LA MESA COMPENSATION PLANS

DESCRIPTION: A. RESOLUTION AUTHORIZING AN AMENDMENT TO THE CITY OF LA MESA COMPENSATION PLAN TO REFLECT A CLASSIFICATION FOR AN 80-HOUR AND 112-HOUR FIRE BATTALION CHIEF WITH AND WITHOUT PARAMEDIC CERTIFICATION INCENTIVE PAY;

B. RESOLUTION AUTHORIZING AMENDMENTS TO THE CITY OF LA MESA COMPENSATION PLANS FOR FISCAL YEAR 2022-2023, FISCAL YEAR 2023-2024 AND FISCAL YEAR 2024-2025 TO ADJUST POSITIONS AFFECTED BY THE CALIFORNIA STATE MINIMUM WAGE INCREASE EFFECTIVE JANUARY 1, 2023

ISSUING DEPARTMENT: City Manager

SUMMARY:

Issues:

- A. Should the City Council adopt a resolution amending the approved compensation plans to include a Fire Battalion Chief classification with and without paramedic certification to allow for special incentive pay?
- B. Should the City Council adopt a resolution amending the approved compensation plans to reflect minimum wage increases effective January 1, 2023?

Recommendation:

The City Council adopt the above-referenced resolutions amending the previously approved compensation plans to reflect Fire Battalion Chief positions with and without paramedic certification pay and reflect minimum wage increases.

Fiscal Impact:

The minimum wage increase is estimated to cost the City an additional \$15,000 per year, based upon calculation of the hourly rates subject to minimum wage paid over time.

BACKGROUND:

- A. The City of La Mesa Paramedic Program was developed in FY 2002/03. The terms and conditions of the Paramedic Program were negotiated between the City of La Mesa and the Heartland Firefighters of La Mesa Local #4759 (hereinafter referred to as "Fire") and are described, in detail, in Section 1.46.1 of the Fire MOU.

Section 1.46.1 Subsection C5 Paramedic Incentive Pay of the current Fire MOU states that fire engineers and fire captains will maintain 7.5% incentive pay for paramedic certifications, however, the language is silent for Battalion Chief.

At the time the MOU was finalized, there was no employee in the Battalion Chief (BC) classification holding that level of medical certification, therefore the language did not include the BC position. The proposed change is required to accurately compensate current and future employees in the Fire Battalion Chief classification with the paramedic certification.

As referenced in a memorandum from the City Manager, dated October 17, 2012, attached as Exhibit "B", regarding Paramedic Specialty Pay, the certified paramedics listed were declared eligible to continue to receive the specialty pay; this reflects, the intent to continue the incentive pay following promotion.

- B. The La Mesa Compensation Plan must be updated to reflect accurate rate changes. Changes to the La Mesa Compensation Plan for FY 2022-2023 effective January 1, 2023, FY 2023-2024 effective July 1, 2024 and FY 2024-2025 effective July 1, 2025 must include the applicable State minimum wage increases.

The City Attorney has reviewed the proposed updated compensation plans and the attached resolutions for legal sufficiency.

Fire representatives have reviewed and agreed with the proposed changes to the Compensation Plan regarding the Fire Battalion Chief position changes.

DISCUSSION:

- A. A compensation plan change is required to accurately compensate current and future employees in the Fire Battalion Chief classification who hold the paramedic certification.
- B. On January 1, 2023, the California State minimum wage will increase to \$15.50/hour. The previously approved City of La Mesa Compensation Plans must be updated to reflect this increase. Changes to the compensation plans for FY 2022-2023 effective January 1, 2023, FY 2023-2024 effective July 1, 2024 and FY 2024-2025 effective July 1, 2025 must include applicable minimum wage increases. There are ten (10) classifications that will be affected as follows: *General Service Worker, Intern/Student Worker I, Intern/Student Worker II, Lead Lifeguard, Lifeguard Aide, Lifeguard/Instructor, Live Scan Operator, Recreation Aide, Recreation Leader and Recreation Specialist.*

CONCLUSION:

Staff recommends the City Council adopt the above-referenced resolutions amending the previously approved compensation plans to reflect Fire Battalion Chief positions with and without paramedic certification pay and updates to positions that are subject to the California State minimum wage increase.

Reviewed by:



Greg Humora
City Manager

Respectfully submitted by:



Michele Barcello, Sr. HR Analyst
On behalf of Rida Freeman,
Director of Administrative Services

- Attachments:
- A. Resolution – Compensation Plan Amendment (Batt Chief Paramedic Certification Pay)
 - B. Exhibit “B” – Memorandum regarding Paramedic Specialty Pay
 - C. Resolution – Compensation Plan Amendments (Minimum Wage Increases)
 - D. FY 2022-2023 Compensation Plan
 - E. FY 2023-2024 Compensation Plan
 - F. FY 2024-2025 Compensation Plan