



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

DATE: May 23, 2023

SUBJECT: A RESOLUTION APPROVING AN AMENDMENT TO
THE APPROVED COMPENSATION PLANS FOR FY
2022-2023, FY 2023-2024 AND FY 2024-2025 TO
UPDATE THE SALARIES FOR THE POSITIONS OF
DEPUTY FIRE CHIEF AND ACCOUNTING TECHNICIAN
- CONFIDENTIAL

ISSUING DEPARTMENT: City Manager

SUMMARY:

Issues:

Should the City Council adopt a resolution amending the approved compensation plans to reflect a salary update to two positions; Deputy Fire Chief and Accounting Technician - Confidential?

Recommendation:

That the City Council adopt a resolution amending the approved compensation plans to reflect a salary update to two positions; Deputy Fire Chief and Accounting Technician – Confidential.

Fiscal Impact:

None. These are existing positions in approved compensation plans that required a corrective, salary update from when last filled.

BACKGROUND:

Staff presents a draft resolution to amend the City of La Mesa Compensation Plans for FY 2022-2023, FY 2023-2024, and FY 2024-2025 to reflect a salary update for two existing positions; Deputy Fire Chief and Accounting Technician-Confidential.

In March 2023, Fire Division Chief Todd Nelson was promoted to Deputy Fire Chief. The approved compensation plans did not reflect the current and updated rate for the Deputy Fire Chief classification, as the role had not been filled for several years. The request to City Council is necessary to update the salary for this position.

For the Deputy Fire Chief to receive the proper compensation while working in the position, until the compensation plan update is finalized, the employee is receiving out-of-class pay (5%) to supplement the Fire Division Chief salary.

The Accounting Technician-Confidential position is currently not being utilized in the organization but remains in the compensation plan and therefore could be used in the future if necessary. A recent audit revealed that the position salary experienced a formula error, and the rate was calculated at a .5% increase instead of a 5.0% increase. This request to City Council is necessary to approve the compensation plan reflecting the proper wage rate.

DISCUSSION:

Maintaining accurate, updated and approved compensation plans is critical to the classification and compensation of City employees. Amending the compensation plans to reflect proper pay rates for these two positions is necessary, and Staff respectfully requests City Council approval.

CONCLUSION:

Staff requests that City Council adopt a resolution amending the approved compensation plans to reflect a salary update to two positions; Deputy Fire Chief and Accounting Technician – Confidential.

Reviewed by:



Greg Humora
City Manager

Respectfully submitted by:



Rida Freeman
Director of Administrative Services

Attachments: Draft Resolution 2023-____

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FY 2022-2023 Compensation Plan effective 1/1/2023
FY 2023-2024 Compensation Plan effective 7/1/2023
FY 2024-2025 Compensation Plan effective 7/1/2024