



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

**DATE:** May 23, 2023

**SUBJECT:** ADOPTION OF AN ERRATA RESOLUTION AMENDING RESOLUTION NO. 2022-126 APPROVED ON NOVEMBER 22, 2022 FOR THE PURPOSE OF INCLUDING ADDITIONAL RELEVANT FISCAL YEAR DATES THAT WERE INADVERTANTLY EXCLUDED IN THE ORIGINAL RESOLUTION.

**DESCRIPTION:** IT IS NECESSARY FOR FISCAL YEAR 2020-2021 AND FISCAL YEAR 2021-2022 TO BE ADDED TO THE APPROVED PERIOD REFERENCED IN RESOLUTION NO. 2022-126; AUTHORIZING THE FIRE BATALLION CHIEF CLASSIFICATIONS TO RECEIVE PARAMEDIC CERTIFICATION PAY. THE INCLUSION OF THE ADDITIONAL FISCAL YEARS IS NEEDED TO ACCURATELY REPORT COMPENSATION TO THE CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS).

**ISSUING DEPARTMENT:** City Manager

**SUMMARY:**

**Issues:**

Should the City Council adopt the draft errata resolution amending the approved Resolution No. 2022-126 to include FY 2020-2021 and FY 2021-2022?

**Recommendation:**

Staff recommends the City Council adopt the draft errata resolution amending approved Resolution No. 2022-126 to include FY 2020-2021 and FY 2021-2022.

Fiscal Impact:

Not to exceed \$20,000 (one-time payment to be issued). This represents approximately \$17,427 in wages and approximately \$2,550 for pension and taxes.

BACKGROUND:

Language in the current Heartland Firefighters of La Mesa Local #4759 MOU identifies specific represented positions that are eligible for the paramedic certification pay. The Fire Battalion Chief is not included. The intent was not to exclude this represented position. Simply stated, at the time the MOU was developed there was no active Fire Battalion Chief in the role; therefore, the position was inadvertently left out.

As a result, a current Fire Battalion Chief was not compensated for paramedic certification due to the silent language in the MOU.

On November 22, 2022, the City Council approved Resolution 2022-126, adding the paramedic certification designation to the Fire Battalion Chief positions (112-hour Fire BC and 80-hour Fire BC) to the compensation plan. The amended compensation plans were authorized for FY 2022-2023, FY 2023-2024 and FY 2024-2025.

Human Resources and the Payroll Division of Finance worked cooperatively to calculate the retro-pay due the employee. Prior to issuing a payment, Human Resources consulted with the Audit Compliance and Resolution Unit at the California Public Employees Retirement System (CALPERS). It was discovered that additional action was necessary to avoid potential future compensation reporting matters related to the retroactive pay being issued to this employee.

DISCUSSION:

Resolution No. 2022-126 did not include fiscal years 2020-2021 and 2021-2022. The Fire Battalion Chief due compensation had reportable wages to CalPERS beginning in early 2021 (FY 2020-2021), in the Fire Battalion Chief role. He was paramedic-certified during this active work period.

The draft errata resolution presented for approval only serves to include the missing fiscal years, so that the retro compensation can be issued to the employee for all of the applicable time he was due the special compensation.

The draft errata resolution, along with the related staff report was reviewed and

approved by CALPERS (via email) on May 8, 2023.

CONCLUSION:

Staff recommends the City Council adopt the errata resolution amending approved Resolution No. 2022-126 to add FY 2020-2021 and FY 2021-2022. This will allow the employee to be retroactively compensated for all of the eligible period.

Reviewed by:



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Greg Humora  
City Manager

Respectfully submitted by:



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Rida Freeman  
Director of Administrative Services

Attachments: Draft Errata Resolution 2023-\_\_\_\_