

**CITY OF CARMEL-BY-THE-SEA
CITY COUNCIL**

RESOLUTION NO. 2024-069

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA AMENDING THE AT-WILL (UNREPRESENTED) SALARY RANGES TO INCORPORATE AND ALIGN WITH COST OF LIVING ADJUSTMENTS (COLAs) FOR THE MANAGEMENT UNIT, IN ACCORDANCE WITH MUNICIPAL CODE 2.52.520, EFFECTIVE AUGUST 1, 2024

WHEREAS, Municipal Code 2.52.520 provides that the City Council establishes the legal current salary range from the salary schedule for each class of position; and

WHEREAS, the California Public Employee's Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City to publish pay rates and ranges on the City's internet site and the City Council to approve the pay rates and range in its entirety each time a modification is made; and

WHEREAS, the At-Will (unrepresented) classifications do not receive Cost of Living Adjustments (COLA) or salary adjustments on an annual basis such as employees represented by bargaining units; and

WHEREAS, At-Will (unrepresented) salaries were last updated January 1, 2024, six months after the Management and General Units received their contractual COLAs; and

WHEREAS, establishing and aligning COLAs across all units on a consistent and annual basis is critical for recruitment and retention of At-Will employees; and

WHEREAS, staff recommends that the City Council amend the salary At-Will (unrepresented) salary schedules (Exhibit A) to incorporate and align with recently approved COLAs by Council for the Management (LiUNA) Unit; and

WHEREAS, COLA increase approvals across all units moving forward will enhance the City's ability to attract and retain talent while maintaining market comparability and internal salary equity.

NOW THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA DOES HEREBY:

1. Amend the At-Will (Unrepresented) salary ranges to incorporate and align with recently COLAs by Council for Management and General (LiUNA) Units; and
2. Approved the revised At-Will (Unrepresented) salary Schedule (Exhibit A), effective August 1, 2024.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA this 6th day of August 2024, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

SIGNED:

ATTEST:

Dave Potter, Mayor

Nova Romero, MMC, City Clerk

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EXHIBITS

Exhibit A – Pay rates/salary schedule for At-Will (Unrepresented) positions