

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

RESOLUTION NO. 2022-088

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA ADOPTING THE AT-WILL CLASSIFICATIONS SALARY PLAN IN ACCORDANCE WITH MUNICIPAL CODE 2.52.520 EFFECTIVE JANUARY 1, 2022

WHEREAS, the City of Carmel-by-the-Sea At-Will (Unrepresented) Management employees are not organized or represented for the purposes of meeting and conferring with the City in the areas of salary, benefits, and working conditions; and

WHEREAS, Municipal Code 2.52.520 and amendments thereto provide, among other things that the City Council establish the legal current salary range from the salary schedule for each class of position.

WHEREAS, the salary resolution is adopted annually or periodically by the City Council upon review and recommendation of the City Administrator; 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), management classification do not receive Cost of Living Adjustments (COLA) or salary adjustments on an annual basis such as employees represented by bargaining units; and

WHEREAS, Council provided direction to increase the At-Will (unrepresented) salary schedule to aid in the ability to attract and retain employees; and

WHEREAS, the City Council approved the unrepresented employees salary schedule for Assistant City Administrator, Public Safety Director, Public Works Director, Community Planning and Building Director, Director of Budgets and Contracts, Library and Community Activities Director, Finance Manager, Human Resources Manager, Information Services/Network Manager, City Clerk, Police Commander, Environmental Compliance Manager, Project Manager, Building Official, and Senior Human Resources Analyst during the December 6, 2021 council meeting; and

WHEREAS, the City Council provided direction to staff to provide additional banding options for Deputy City Clerk, Administrative Analyst, Executive Assistant and Administrative Technician; and

WHEREAS, the Administrative Technician and Administrative Analyst is a flexibly staffed job series and cannot be banded together; and

WHEREAS, the minor modification to band the Deputy City Clerk and Administrative Analyst; and

WHEREAS, a 5% increase is reflected to the salary range for Administrative Technician, Administrative Technician and Deputy City Clerk and is based on an annual performance evaluation.

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

Authorize and approve City of Carmel-by-the-Sea current pay rates and ranges (salary schedule) in accordance with municipal code 2.52.520 as of January 1, 2022. **(Exhibit A)**.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA this 4th day of JANUARY, by the following roll call vote:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

ABSTAIN: COUNCILMEMBERS:

SIGNED:

ATTEST:

Dave Potter, Mayor

Ashlee Wright, Acting City Clerk