# Legislation Details (With Text) 

| File \#: | 20-342 Version: 1 | Name: |  |
| :---: | :---: | :---: | :---: |
| Type: | Discussion/Action Item | Status: | Agenda Ready |
| File created: | 10/7/2020 | In control: | City Council |
| On agenda: | 10/13/2020 | Final action |  |
| Title: | Acceptance of the Classification Recommendation: Staff reco <br> 1. Approve updated job desc <br> 2. Approve the recommende <br> 3. Approve salary increases policy; <br> 4. Approve reclassification to and Associate Engineer (new 5. Approve freezing or "y-rati on market data and City policy | and Compen ands the City ions as listed hanges to the follows: Recr <br> st meet oper assification) the salary ra | ion Report date uncil: Attachment 1; ssification plan n Manager 5.3\% <br> nal needs: Com <br> for the classific |

## Sponsors:

Indexes:
Code sections:

| Attachments: | 1. Staff Report - Classification and Compensation Study, 2. Attach 1-Job Descriptions, 3. Attach 2- <br> Hercules Final Report 2019-11-22-Im, 4. Attach 3-Hercules Power Point Comp Report 2020-01-27, <br> 5. Attach 4-Hercules PT Salary Presentation Jan 2020 |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
| Date | Ver. | Action By | Action | Result |
| $10 / 13 / 2020$ | 1 | City Council | approve | Pass |

Acceptance of the Classification and Compensation Report dated November 22, 2019
Recommendation: Staff recommends the City Council:

1. Approve updated job descriptions as listed in Attachment 1;
2. Approve the recommended changes to the classification plan in Attachment 2;
3. Approve salary increases as follows: Recreation Manager $5.3 \%$ based on market data and City policy;
4. Approve reclassification to best meet operational needs: Community Development Specialist 5\%, and Associate Engineer (new classification) 5\%;
5. Approve freezing or "y-rating" the salary range for the classification of Maintenance Worker II based on market data and City policy.
