



CITY OF POMONA COUNCIL REPORT

June 5, 2023

To: Honorable Mayor and Members of the City Council

From: James Makshanoff, City Manager

Submitted By: René Anderson, Human Resources/Risk Management Director

SUBJECT: ADOPTION OF RESOLUTIONS AMENDING THE CITYWIDE SALARY SCHEDULE AND OPERATING BUDGET FOR FISCAL YEAR 2022-23 TO REFLECT SALARY INCREASES OF 2.5% FOR ALL CITY EMPLOYEE BARGAINING GROUPS; AUTHORIZING SIDE LETTER AGREEMENTS BETWEEN THE CITY OF POMONA AND ALL CITY EMPLOYEE BARGAINING GROUPS MEMORANDA OF UNDERSTANDING AND AMENDMENTS TO COMPENSATION PLANS

RECOMMENDATION:

It is recommended that the City Council adopt the following resolutions:

RESOLUTION NO. 2023-106 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AMENDING THE CITYWIDE SALARY SCHEDULE FOR FISCAL YEAR 2022-23 TO MEET THE CALIFORNIA CODE OF REGULATIONS TITLE 2, SECTIONS 570.5 AND 571 IMPLEMENTING A 2.5% SALARY INCREASE

RESOLUTION NO. 2023-107 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AMENDING THE FISCAL YEAR 2022-23 OPERATING BUDGET TO REFLECT THE IMPLEMENTATION OF A TWO AND ONE HALF (2.5%) GENERAL SALARY INCREASE

RESOLUTION NO. 2023-108 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AUTHORIZING A SIDE LETTER AGREEMENT TO THE 2021-2023 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA CITY EMPLOYEES' ASSOCIATION CHAPTER OF THE TEAMSTERS LOCAL 1932 (PCEA) IMPLEMENTING A 2.5% SALARY INCREASE

RESOLUTION NO. 2023-109 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AUTHORIZING A SIDE LETTER AGREEMENT TO THE 2021-2023 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA MID-MANAGEMENT/CONFIDENTIAL EMPLOYEES' ASSOCIATION (PMMCEA) IMPLEMENTING A 2.5% SALARY INCREASE

RESOLUTION NO. 2023-110 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AUTHORIZING A SIDE LETTER AGREEMENT TO THE 2021-2023 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA POLICE MANAGERS' ASSOCIATION (PPMA) IMPLEMENTING A 2.5% SALARY INCREASE

RESOLUTION NO. 2023-111 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AUTHORIZING A SIDE LETTER AGREEMENT TO THE 2021-2023 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA POLICE OFFICERS' ASSOCIATION, INC. (PPOA) IMPLEMENTING A 2.5% SALARY INCREASE

RESOLUTION NO. 2023-112 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AUTHORIZING A SIDE LETTER AGREEMENT TO THE 2021-2023 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA PART-TIME GENERAL UNIT TEAMSTERS LOCAL 1932 (PTG) IMPLEMENTING A 2.5% CITYWIDE SALARY INCREASE

RESOLUTION NO. 2023-113 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AMENDING THE COMPENSATION PLAN FOR EXECUTIVE MANAGEMENT GROUP A AND B EMPLOYEES BY ADDING A TWO AND ONE-HALF PERCENT (2.5%) SALARY INCREASE PROVISION

RESOLUTION NO. 2023-114 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AMENDING THE COMPENSATION PLAN FOR PART-TIME MANAGEMENT/CONFIDENTIAL EMPLOYEES BY ADDING A TWO AND ONE-HALF PERCENT (2.5%) SALARY INCREASE PROVISION

RESOLUTION NO. 2023-115 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AMENDING THE COMPENSATION PLAN FOR UNREPRESENTED, MID-MANAGEMENT LIBRARY GROUP C-2 EMPLOYEES BY ADDING A TWO AND ONE-HALF PERCENT (2.5%) SALARY INCREASE PROVISION

EXECUTIVE SUMMARY:

Approval of these resolutions will amend the Fiscal Year (FY) 2022-23 Salary Schedule (Attachment No. 1) and FY 2022-2023 Operating Budget (Attachment No. 2) to reflect a two and one-half percent (2.5%) salary increase. The City Council is asked to authorize the salary increase effective retroactively to October 9, 2022 for full-time classifications and January 15, 2023 for part-time classifications. This increase will affect all bargaining groups and non-represented employees.

FISCAL IMPACT:

The 2.5% salary increase that will be retroactively effective on October 9, 2022 and January 15, 2023 for part-time classifications, will impact the Fiscal Year (FY) 2022-23 Budget by increasing all operating Funds appropriations in the amount of \$1.4M. Details are listed by each operating fund in Exhibit A of Attachment No. 1. Of the \$1.4M increase, \$979k reflects the total cost of General Fund appropriations which will be covered by anticipated higher than expected General Fund revenues that are projected to net a surplus of \$7.2M. This retroactive increase authorized in this action will also impact the FY 2023-24 Adopted Budget which is to be approved on this same agenda and includes funds for this increase.

DISCUSSION:

Due to a budget surplus of \$7.2M anticipated in the General Fund FY 2022-2023 Budget, the City Council is asked to authorize an additional 2.5% salary increase. All other operating funds have sufficient revenues and/or reserves to cover this increase. This action by the City Council recognizes the dedication of all current City of Pomona (City) employees, while strengthening its position to attract and retain future employees. This salary increase will be effective retroactively to October 9, 2022 for full-time classifications and January 15, 2023 for part-time classifications.

A meet and confer process was executed for each of the City's bargaining units regarding this salary increase. Side Letter Agreements (Attachment No.'s 3-7) to the following bargaining units 2021-2023 Memoranda of Understanding (MOU) were completed and will be included with the current MOU's after City Council approval.

- Pomona City Employees' Association Chapter of the Teamsters Local 1932 (PCEA)
- Pomona Mid-Management/Confidential Employees' Association (PMMCEA)
- Pomona Police Managers' Association (PPMA)
- Pomona Police Officers' Association, Inc. (PPOA)
- Pomona Part-Time General Unit Teamsters Local 1932 (PTG)

Amendments to current compensation plans for Executive Management Group A and B Employees, Part-Time Management/Confidential Employees, and Unrepresented, Mid-Management Library Group C-2 Employees were also completed (Attachment No.'s 8-10).

Prepared by: René Anderson, Human Resources/Risk Management Director
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Rosalia Butler, City Clerk

ATTACHMENTS:

- Attachment No. 1 – Resolution No. 2023-106
“Exhibit A” – Citywide Salary Schedule
- Attachment No. 2 – Resolution No. 2023-107
“Exhibit A” - FY 2022-23 Appropriations Related to 2.5% Retroactive
Increase to October 2022
- Attachment No. 3 – Resolution No. 2023-108
“Exhibit A” – PCEA Side Letter
- Attachment No. 4 – Resolution No. 2023-109
“Exhibit A” – PMMCEA Side Letter
- Attachment No. 5 – Resolution No. 2023-110
“Exhibit A” – PPMA Side Letter
- Attachment No. 6 – Resolution No. 2023-111
“Exhibit A” – PPOA Side Letter
- Attachment No. 7 – Resolution No. 2023-112
“Exhibit A” – PTG Side Letter
- Attachment No. 8 – Resolution No. 2023-113
- Attachment No. 9 – Resolution No. 2023-114
- Attachment No. 10 – Resolution No. 2023-115