

City of Garden Grove

INTER-DEPARTMENT MEMORANDUM

To:	Matthew Fertal	From:	John D.R. Clark	
Dept:	City Manager	Dept:	Human Resources	
Subject:	APPROVE RESOLUTION ESTABLISHING SALARY RATES FOR PUBLIC WORKS TRAINEES		Date:	May 12, 2009

OBJECTIVE

This memo is to request City Council approval for a resolution amending the salary range for Public Works Trainee.

BACKGROUND

The City has had a practice of resetting part-time salaries in conjunction with changes to other bargaining agreements and/or changes in the state or federal minimum wage. Other part-time classifications such as those in recreation and the Police Department were adjusted in 2006 and 2008 concomitant with increases in the state minimum wage. At those times, Public Works Trainee salaries were not increased because some thought was given to including this classification in the OCEA Employee's League, since Public Works Trainees are the training class for entry into the lowest League classification, Public Works Utility Worker.

During bargaining, the League indicated disinterest in including Public Works Trainees as unit members, mostly due to their part-time and transient nature. Because Public Works Trainees have not had their salary range adjusted since June 2, 2001, a separate action to increase the salary range is recommended.

DISCUSSION

Since 2001, the Public Works Trainee wage has remained flat while inflation has increased 22%. While better times might have allowed a larger increase, the recommendation at this time is to increase the range by an average of 11%. Though it is a training class with an expectation of "move up or move out," the hiring freeze has also meant average tenure in this class has risen significantly, making an increase in pay more urgent.

<u>Step</u>	<u>Current</u>	<u>Proposed</u>
A	\$11.25	\$12.60
B	\$11.60	\$13.00
C	\$12.00	\$13.30

D	\$12.30	\$13.60
E	\$12.65	\$14.00
F	\$13.00	\$14.30
G	\$13.50	\$15.00

FISCAL IMPACT

The projected impact is \$32,538 through fiscal year 2009-2010. Sufficient funds are projected to be available in the Public Works Department Budget to accommodate these increases.

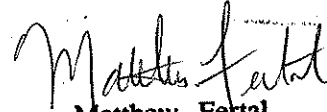
RECOMMENDATION

It is recommended that the City Council:

- Adopt the attached Resolution that sets forth a new salary range for Public Works Trainee.


JOHN D.R. CLARK
Director of Human Resources

Attachment – Resolution

Recommended for Approval

Matthew Ferial
City Manager

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN
GROVE ESTABLISHING A SALARY PLAN FOR THE CLASSIFICATION
OF PUBLIC WORKS TRAINEE AND AMENDING RESOLUTION NO.
8812-08

WHEREAS, Chapter 2.44 of the Municipal Code provides that the City Council shall, by resolution establish salary rates and the allocation of classes thereto;

NOW, THEREFORE, BE IT RESOLVED that the City Council does hereby amend Resolution 8812-08 to include the following:

SECTION 1: SALARY RANGE

The classification of Public Works Trainee shall be paid as follows:

<u>Step</u>	<u>Hourly Wage</u>
A	\$12.60
B	\$13.00
C	\$13.30
D	\$13.60
E	\$14.00
F	\$14.30
G	\$15.00

SECTION 2: EFFECTIVE DATE

The provisions of this resolution shall be effective the first full pay period following July 1, 2009.

ADOPTED this 12th day of May, 2009.

WILLIAM J. DALTON, Mayor

ATTEST:
KATHLEEN BAILOR, City Clerk

by: _____
Deputy