

RESOLUTION NO. 2022-124

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA
APPROVING THE SALARY RANGE ADJUSTMENT FOR SENIOR BUILDING
INSPECTOR AND AUTHORIZE THE FINANCE DIRECTOR TO MAKE
APPROPRIATE BUDGETARY AMENDMENTS TO BUDGET

WHEREAS, in the 2021-2022 fiscal year budget, the City Council approved the funding for the Classification of Senior Building Inspector; and

WHEREAS, the City's Personnel Manual under Section 8 Compensation and Salary Administration provides for the establishment of a Classification Plan and a Compensation Plan; and

WHEREAS, the Compensation Plan establishes the salary range and salary steps or rates of pay for each classification in the City. The purpose of the Compensation Plan is to provide equitable and competitive compensation for all employees in accordance with approved compensation policies and practices. The Personnel Officer shall administer the compensation plan for all city employees, except for the City Manager which is administered by the City Council. If a salary review indicates that there should be adjustments in the Compensation Plan, the Personnel Officer shall make appropriate recommendations to the City Council; and

WHEREAS, the proposed salary adjustment will change the annual salary range as demonstrated in the table below:

Classification	Annual Current Salary Range	Annual Proposed Salary Range
Senior Building Inspector	\$74,950-\$91,102	\$77,521-\$94,227

WHEREAS, the fiscal impact of the proposed change is approximately \$122,000 annually for in additional salary and employer benefit costs.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Marina that it does hereby:

1. Adopting Resolution No. 2022- approving the salary range adjustment for Senior Building Inspector.
2. Authorize Finance Director to make appropriate budgetary amendments.

PASSED AND ADOPTED by the City Council of the City of Marina at a regular meeting duly held on this 18th day of October 2022 by the following vote:

AYES, COUNCIL MEMBERS: Medina Dirksen, Burnett, Berkley, Biala

NOES, COUNCIL MEMBERS: None

ABSENT, COUNCIL MEMBERS: Delgado

ABSTAIN, COUNCIL MEMBERS: None

Kathy Y. Biala, Mayor Pro Tem

ATTEST:

Anita Sharp, Deputy City Clerk

October 10, 2022

Item No. **8f(2)**

Honorable Mayor and Members
of the Marina City Council

City Council Meeting
of September 7, 2022

**CITY COUNCIL CONSIDER ADOPTING RESOLUTION NO. 2022-,
APPROVING THE SALARY RANGE ADJUSTMENT FOR SENIOR
BUILDING INSPECTOR AND AUTHORIZE THE FINANCE DIRECTOR
TO MAKE APPROPRIATE BUDGETARY AMENDMENTS TO BUDGET**

REQUEST:

It is requested that the City Council consider:

1. Adopting Resolution No. 2022- approving the salary range adjustment for Senior Building Inspector and
2. Authorize Finance Director to make appropriate budgetary amendments.

BACKGROUND

The city has a Classification and Compensation Plan that establishes salary ranges and salary steps or rates of pay for each classification in the city. The purpose of the Compensation Plan is to provide equitable and competitive compensation for all employees in accordance with approved compensation policies and practices.

In order to attract and retain qualified personnel at all levels of the organization and to motivate a high performing workforce, the City of Marina establishes and maintains fair, uniform, and competitive salary ranges. These ranges are consistent with the economic constraint of the City and the labor market in which we compete while also retaining internal equity with other classification. In establishing salary ranges, the City generally targets at being in the middle of our competitive job market. The City's competitive labor market area includes but is not necessarily limited to the following cities: Seaside, Salinas, Monterey, Pacific Grove, Hollister, Gilroy, San Luis Obispo, Watsonville and Santa Cruz.

ANALYSIS

The City's current Classification Plan includes the position of a Senior Building Inspector. However, this position has not been funded and has been vacant for a while. In the recently adopted 2021-2022 Budget, the City Council approved funding for the Senior Building Inspector position.

Since the position has been vacant for a while, the Senior Building Inspector classification has not been surveyed as part of the normal salary surveys that are conducted regularly. Before recruiting for this position, the City has conducted a salary survey and determined that the Senior Building Inspector positions needs to be increased by 3.5% to move it towards the middle of our competitive job market.

The following table summarizes the proposed salary range adjustments that are proposed for the position

Classification	Annual Current Salary Range	Annual Proposed Salary Range
Senior Building Inspector	\$74,950-\$91,102	\$77,521-\$94,227

FISCAL IMPACT

The proposed Senior Building Inspector salary range adjustment can be funded within the existing approved budget.

Respectfully submitted,

Matt Mogensen
Assistant City Manager
City of Marina

REVIEWED/CONCUR:

Layne Long
City Manager
City of Marina