

RESOLUTION NO. 2017-53

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM DESERT, CALIFORNIA, RESCINDING AND REPLACING RESOLUTION NO. 2017-18, ADOPTING AUTHORIZED CLASSIFICATIONS, ALLOCATED POSITIONS, SALARY SCHEDULE AND SALARY RANGES, "Exhibit A", FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2018.

WHEREAS, the City of Palm Desert identifies employees by classifications and groups for the purpose of salary and benefit administration; and

WHEREAS, the City of Palm Desert has met and conferred in good faith with the Palm Desert Employees Organization (PDEO) in accordance with the Meyers-Milias-Brown Act and the City's Employer-Employee Relations Ordinance; and

WHEREAS, the City of Palm Desert has reached agreement and entered into a memorandum of understanding with the employees represented by the PDEO, for the period of July 1, 2017 through June 30, 2022 and Exhibit A is consistent with this agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PALM DESERT AS FOLLOWS:

SECTION I - SALARY SCHEDULE, RANGES & ALLOCATED POSITIONS AND AUTHORIZED CLASSIFICATIONS

The City of Palm Desert's Personnel System, Section 2.52 of the Palm Desert Municipal Code prescribes specific terms for appointment and tenure of all City employees. The allocated classifications, positions and salary ranges included in Exhibit A are authorized and approved for FY 2017/2018.

The City Manager is authorized to modify the Allocated Classifications, Positions and Salary Schedule during FY 2017/2018 for modifications the City Manager determines are reasonably necessary or appropriate for business necessity including, without limitation, the implementation of title and responsibility changes, any minimum wage laws, use of over-hires for training, and downgrading of vacant positions in so far as such modifications do not exceed the adopted 2017/2018 departmental budget.

SECTION II - EXEMPT PERSONNEL

The following positions are exempt from overtime provisions as defined by the Fair Labor Standards Act and set forth in the Personnel Rules and Regulations, Section 2.52.305.

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Group X: Executive Contract Positions:

The positions designated as Group X, Executive Contract, have the highest level of executive responsibility and authority; these positions are governed by individual employment agreements.

City Manager
Assistant City Manager

Group A: Directors

The positions designated as Group A have a higher level of responsibility and authority and, among other things, these positions require spending numerous extra hours at meetings, conferences and work.

City Clerk
City Engineer
Director of Building & Safety
Director of Community Development
Director of Economic Development
Director of Finance/City Treasurer
Director of Administrative Services
Director of Public Works
Director of Special Programs

Group B: Mid-Management/Professional

The positions designated as Group B are professional in nature and, among other things; these positions require spending occasional extra hours at meetings, conferences and work.

Assistant Finance Director
Assistant Engineer
Assistant Planner
Associate Planner
Building Maintenance Supervisor
Code Compliance Supervisor
Deputy City Treasurer
Economic Development Manager
Facilities Manager
Information Systems Manager
Landscape Supervisor
Marketing and Tourism Manager
Management Analyst I/II

Principal Planner
Project Administrator
Risk Manager
Senior Engineer
Senior Engineer/City Surveyor
Senior Financial Analyst
Senior Management Analyst
Supervising Plans Examiner
Streets Maintenance Supervisor
Tourism & Marketing Specialist
Transportation Engineer

RESOLUTION NO. 2017-53 - Salary Resolution

PASSED, APPROVED AND ADOPTED by the Palm Desert City Council this 22nd day of June, 2017 by the following vote, to wit:

AYES: JONATHAN, KELLY, NESTANDE, WEBER, and HARNIK

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE


JAN C. HARNIK, MAYOR

ATTEST:


RACHELLE D. KLASSEN, CITY CLERK
CITY OF PALM DESERT, CALIFORNIA

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AUTHORIZED/ALLOCATED POSITIONS
FY 2017/2018

<u>Department / Division</u>	<u>Count</u>	<u>Classification</u>	<u>Salary Range</u>	<u>Authorized</u>
CITY MANAGER	(3)	City Manager	1	1
		Sr. Management Analyst	127	1
		Administrative Secretary (City Manager)	113	1
HR/ADMIN SERVICES	(9)	Director of Administrative Services	139	1
		Risk Manager	129	1
		Human Resources Specialist	107	1
		Clerical Assistant	90	1
Information Technology	(5)	Information Systems Manager	135	1
		G.I.S. Specialist	114	1
		Information Systems Technician	114	2
		Information Systems Specialist	114	1
CITY CLERK	(6)	City Clerk	139	1
		Deputy City Clerk	118	1
		Administrative Secretary (City Council)	113	1
		Records Technician	113	1
		Office Assistant II	104	1
		Clerical Assistant	90	1
FINANCE/CITY TREASURER	(14)	Director of Finance/City Treasurer	145	1
Finance	(11)	Assistant Finance Director	135	1
		Deputy City Treasurer	127	1
		Senior Financial Analyst	127	1
		Sr. Management Analyst	127	1
		Management Analyst II - OR -	123	1
		Management Analyst I	120	1
		Administrative Secretary	113	1
		Accounting Technician II	118	4
Affordable Housing	(3)	Sr. Management Analyst	127	1
		Housing Programs Technician	113	2
COMMUNITY DEVELOPMENT	(17)	Director of Community Development	142	1
Community Development /	(7)	Principal Planner	131	1
Planning		Associate Planner - OR -	127	2
		Assistant Planner	123	1
		Management Analyst	120	1
		Administrative Secretary	113	1
		Senior Office Assistant	107	1
Art in Public Places	(2)	Management Analyst II	123	1
		Public Arts Technician	113	1
Code Compliance	(6)	Code Compliance Supervisor	123	1
		Code Compliance Officer II - OR -	118	4
		Code Compliance Officer I	114	1
		Code Compliance Technician	113	1
Business License	(2)	Sr. Office Assistant (Business License)	107	1
		Office Assistant II	104	1

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AUTHORIZED/ALLOCATED POSITIONS
FY 2017/2018

<u>Department / Division</u>	<u>Count</u>	<u>Classification</u>	<u>Salary Range</u>	<u>Authorized</u>
PUBLIC WORKS (40)				
Public Works Administration	(16)	Director of Public Works	145	1
		City Engineer	139	1
		Transportation Engineer	130	1
		Senior Engineer/City Surveyor	130	1
		Senior Engineer - OR - Associate Engineer	129	1
			127	
		Project Administrator	127	1
		Senior Management Analyst	127	1
		Assistant Engineer	125	1
		Public Works Inspector II - OR - Public Works Inspector I	120	3
			118	
		Capital Improvement Projects Technician	113	1
		Administrative Secretary	113	1
		Accounting Technician (Public Works)	113	1
		Office Assistant II - OR - Office Assistant I	104	1
			100	
Clerical Assistant	90	1		
Landscape Services	(5)	Landscape Supervisor	123	1
		Landscape Specialist	121	1
		Landscape Inspector II - OR - Landscape Inspector I	118	3
			114	
Facilities Management	(3)	Facilities Manager	130	1
		Building Maintenance Supervisor - OR - Facilities Technician	114	1
		Maintenance Worker II	106	1
Public Works - Corporation Yard				
Streets Maintenance	(13)	Streets Maintenance Supervisor	123	1
		Senior Maintenance Worker	111	2
		Equipment Operator I	109	3
		Maintenance Worker II - OR - Maintenance Worker I	106	6
			101	
		Laborer II - OR - Laborer	87	1
Traffic Signal Maintenance	(3)	Traffic Signal Specialist	121	1
		Traffic Signal Technician II	118	1
		Traffic Signal Technician I	111	1
BUILDING AND SAFETY (12)				
		Director of Building & Safety	140	1
		Supervising Plans Examiner	123	1
		Building Permit Specialist II	115	1
		Building Permit Specialist I	111	1
		Building Inspector II - OR - Building Inspector I	118	5
			114	
		Administrative Secretary	113	1
		Office Assistant II	104	1
		Clerical Assistant	90	1

AUTHORIZED/ALLOCATED POSITIONS
FY 2017/2018

<u>Department / Division</u>	<u>Count</u>	<u>Classification</u>	<u>Salary Range</u>	<u>Authorized</u>
ECONOMIC DEVELOPMENT	(8)	Assistant City Manager	145	1
		Director of Economic Development	137	1
		Economic Development Manager	134	1
		Marketing and Tourism Manager	129	1
		Economic Development Technician I	114	1
		Marketing and Tourism Specialist	114	1
		Clerical Assistant	90	1
		Customer Service Clerk (part-time) - .7 FTE	87	1
SPECIAL PROGRAMS	(3)	Director of Special Programs	137	1
		Recycling Technician	443	1 (B)
		Management Analyst	120	1
		Office Assistant II	104	1
TOTAL ALLOCATED POSITIONS				112
<i>Total FTE = 111.7</i>				

Footnotes:

A: New Position effective July 1, 2017 (included in I.T. MasterPlan)

B: Position deleted effective July 1, 2017

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**City of Palm Desert
Schedule of Salary Ranges
July 1, 2017 - June 30, 2018**

Exhibit A

City Council	1,950.75	per month
Housing Authority	50.00	per meeting attended (maximum 4 meetings per month)
City Manager**	220,000.00	annually

Grade	Step 1	5% Step 2	5% Step 3	5% Step 4	5% Step 5	5% Step 6	3.5% Step 7	3.9%* Step 8
CM	105.7692							
87	12.4848	13.1070	13.7598	14.4534	15.1776	15.9426	16.5000	17.1435
90	17.1666	18.0336	18.9210	19.8696	20.8692	21.9096	22.6700	23.5541
95	18.5130	19.4412	20.4102	21.4302	22.5012	23.6232	24.4596	25.4082
100	22.0320	23.1642	24.3066	25.5102	26.8056	28.1520	29.1312	30.2532
101	22.5930	23.7252	24.9186	26.1528	27.4686	28.8456	29.8452	31.0182
104	24.3270	25.5306	26.8260	28.1724	29.5800	31.0590	32.1402	33.3744
106	25.5306	26.8260	28.1724	29.5800	31.0590	32.6094	33.7416	35.0472
107	26.1936	27.5298	28.9068	30.3348	31.8648	33.4356	34.5984	35.9448
109	27.5400	28.9272	30.3450	31.8750	33.4458	35.1492	36.3732	37.7706
111	28.9374	30.3654	31.8954	33.4764	35.1696	36.9138	38.1990	39.6780
113	30.3654	31.8954	33.4764	35.1696	36.9138	38.7702	40.1268	41.6772
114	31.1406	32.6910	34.3332	36.0366	37.8420	39.7494	41.1366	42.7176
115	31.9191	33.5083	35.1915	36.9375	38.7881	40.7431	42.1650	43.7855
118	34.3638	36.0774	37.8930	39.8004	41.7588	43.8498	45.3798	47.1444
120	36.1182	37.9236	39.8208	41.7792	43.8702	46.0836	47.6952	49.5414
121	37.0158	38.8722	40.8204	42.8400	45.0024	47.2566	48.9090	50.7858
123	38.8926	40.8510	42.8808	45.0330	47.2872	49.6434	51.3774	53.3562
125	40.8714	42.9012	45.0738	47.3280	49.7046	52.1730	53.9988	56.0898
127	42.9216	45.0840	47.3382	49.7148	52.1832	54.8046	56.7222	58.9050
129	45.1044	47.3586	49.7352	52.2036	54.8250	57.5586	59.5680	61.8834
130	46.2468	48.5418	50.9694	53.5194	56.2020	59.0070	61.0674	63.4236
131	47.3892	49.7556	52.2342	54.8454	57.5892	60.4656	62.5770	64.9944
134	51.0306	53.5908	56.2632	59.0886	62.0364	65.1474	67.4220	70.0332
135	52.2954	54.9270	57.6708	60.5370	63.5664	66.7386	69.0744	71.7570
137	54.9576	57.7014	60.5778	63.6174	66.7692	70.1352	72.5832	75.3882
139	57.7320	60.6390	63.6582	66.8304	70.1760	73.6848	76.2552	79.2132
140	59.1702	62.1180	65.2392	68.5032	71.9100	75.5106	78.1524	81.1920
142	62.1690	65.2698	68.5338	71.9610	75.5514	79.3458	82.1229	85.2720
144	65.3208	68.5848	72.0018	75.6126	79.4070	83.3646	86.2818	89.6172
145	66.9630	70.2882	73.8276	77.5098	81.3756	85.4556	88.4442	91.8612
50 Y-RATE								66.3200
51 Y-RATE								56.7222

* July 1, 2014 Step 7 was divided to create a Step 8 while maintaining same top salary. Step 7 is a 3.5% increase and Step 8 is the balance

** Per Contract, effective October 3, 2016