

# City of Brisbane Staff Report

To: City Council via City Manager

From: Maria Saguisag-Sid  
Principal Analyst

Subject: Approval of Resolution 2015-30 in Order to Amend Current Pay Scales for Hourly Staff of the City of Brisbane

Date: Meeting of June 18, 2015

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**Recommendation:**

Adopt attached Resolution 2015-30 to amend current hourly pay scales.

**City Council Goals**

Provide for a workplace that encourages growth of individual employees and a quality work environment.

**Background and Discussion:**

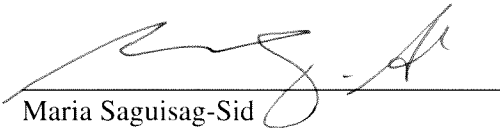
Historically, the City Council has approved pay increases for hourly employees that mirror the pay increases of represented bargaining groups. This year, several of our represented bargaining groups have a Memorandum of Understanding (MOU) in place that implements a 2.6% pay increase, effective July 2015. This 2.6% increase is based on the CPI-W (San Francisco-Oakland-San Jose, CA) percent change from 2013-2014. In order to continue this practice, staff is asking council to approve a similar 2.6% increase to the pay scales for hourly employees effective the first full pay period of July 2015 to ensure the hourly employees are compensated appropriately and kept in line with their fellow employees in the different bargaining units. This will also allow the city to retain and attract the quality and expertise of staff required by Council and the community.

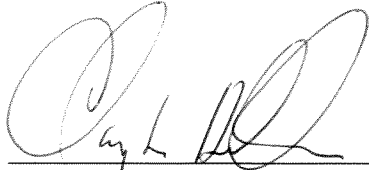
**Fiscal Impact:**

This increase is being proposed in the FY 2015/2016 budget.

**Attachments:**

- Resolutions 2015-30
- Revised Hourly Pay Scale
- Table 23A. Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), San Francisco-Oakland-San Jose, CA, page 210.

  
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Maria Saguisag-Sid  
Principal Analyst

  
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Clayton Holstine  
City Manager

**RESOLUTION 2015-30**

**A RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE REGARDING THE  
PAY SCALE FOR THE HOURLY EMPLOYEES**

**WHEREAS**, the City Manager has recommended the following salary adjustments to the pay plan for hourly employees:

- 1) Effective the first full pay period of July 2015, all position on the Hourly Employees pay scale will be adjusted by 2.6%, with the exception of Habitat Restoration Aide, Habitat Restoration Lead Worker and Intern, and
- 2) The terms of this Resolution shall be subject to review and modification if the State of California or the Federal government through executive or legislative action substantially affects the ability of the City to provide funding for City Council adopted services. This review and modification may also be exercised in the event there is a recession (as declared by the National Bureau of Economic Research);

**WHEREAS**, the City Council wishes to adopt a new pay plan for such employees effective with the first full pay period of July 2015;

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the classifications, compensation and terms of such hourly employment be adopted as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

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TERRY O'CONNELL  
Mayor

I hereby certify that the foregoing Resolution No. 2015-30 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 18, 2015, by the following vote:

AYES:  
NOES:  
ABSENT:

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SHERI MARIE SPEDIACCI  
City Clerk

Effective Date: 07/13/15

2.6% Increase

CITY OF BRISBANE

Hourly Employees

EXHIBIT A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Archive Assistant	Hourly	28.57	30.00	31.50	33.07	34.73
Cashier	Hourly	10.64	11.17	11.74	12.32	12.94
Code Enforcement Officer	Hourly	25.98	27.28	28.64	30.07	31.58
Crossing Guard	Hourly	11.03	11.58	12.17	12.77	13.41
Facilities Attendant	Hourly	14.08	14.78	15.52	16.30	17.11
Habitat Restoration Aide	Hourly	10.00				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	16.88	17.73	18.61	19.55	20.52
Intern	Hourly	15.00				
Lifeguard	Hourly	12.81	13.45	14.12	14.83	15.56
Management Analyst	Hourly	31.59	33.18	34.83	36.57	38.40
Marina Maint. Worker I	Hourly	24.42	25.64	26.92	28.28	29.69
Marina Maint. Worker II	Hourly	26.85	28.22	29.60	31.07	32.65
Office Assistant	Hourly	22.35	23.46	24.63	25.88	27.17
Office Specialist	Hourly	26.25	27.55	28.93	30.38	31.90
Parks/Facilities MW I	Hourly	24.42	25.64	26.92	28.28	29.69
Public Service Aide	Hourly	12.60	13.24	13.89	14.58	15.32
Pre-School Teacher	Hourly	14.16	14.88	15.62	16.41	17.23
PW Maint. Worker I	Hourly	24.42	25.64	26.92	28.28	29.69
Receptionist	Hourly	22.35	23.46	24.63	25.88	27.17
Recreation Leader	Hourly	11.07	11.62	12.21	12.83	13.46
Recreation Leader Aide	Hourly	9.23	9.70	10.18	10.69	11.22
Reserve Police Officer	Hourly	25.98	27.28	28.64	30.07	31.58
Senior Recreation Leader	Hourly	14.19	14.91	15.65	16.44	17.26
Special Assistant	Hourly	Minimum	9.00		Maximum	75.00
Swim Instructor	Hourly	13.97	14.67	15.41	16.18	16.99
Teen Coordinator	Hourly	14.89	15.63	16.42	17.24	18.09
Van Driver	Hourly	13.14	13.81	14.50	15.23	15.99

**Table 23A. Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W): Select areas, by expenditure category and commodity and service group-Continued**

(1982-84=100, unless otherwise noted)

Item and Group	Portland-Salem, OR-WA		St. Louis, MO-IL		San Diego, CA		San Francisco-Oakland-San Jose, CA	
	Annual average 2014	Percent change from 2013 to 2014	Annual average 2014	Percent change from 2013 to 2014	Annual average 2014	Percent change from 2013 to 2014	Annual average 2014	Percent change from 2013 to 2014
<b>Expenditure category</b>								
All items <sup>3</sup> .....	234.922	2.3	219.678	0.7	250.066	1.6	248.326	2.6
All items (1967=100) <sup>4</sup> .....	677.053	-	646.306	-	806.421	-	756.173	-
<b>Food and beverages</b> <sup>3</sup> .....	226.814	3.4	246.162	4.2	242.719	2.4	251.180	2.9
Food <sup>3</sup> .....	227.926	3.5	245.766	4.2	237.816	2.3	252.163	2.9
Food at home .....	214.630	3.4	233.077	3.7	220.321	1.9	246.366	3.3
Food away from home .....	249.746	3.4	264.603	4.8	263.365	3.2	259.773	2.4
Alcoholic beverages .....	220.149	2.3	224.743	3.3	285.825	3.8	242.254	2.4
<b>Housing</b> <sup>3</sup> .....	229.730	3.9	209.786	1.4	262.773	2.7	279.517	4.3
Shelter .....	259.703	4.0	238.152	2.0	279.969	2.1	309.230	4.9
Rent of primary residence <sup>3 5</sup> .....	271.707	4.7	215.013	2.1	321.037	2.0	349.710	5.5
Owners' equivalent rent of residences <sup>5 6</sup> .....	272.940	4.1	225.271	1.6	288.687	2.1	283.503	4.6
Owners' equivalent rent of primary residence <sup>5 6</sup> .....	272.940	4.1	225.271	1.6	288.687	2.1	283.503	4.6
Fuels and utilities .....	267.484	5.6	215.667	.8	269.367	9.5	322.588	3.2
Household energy .....	213.674	7.1	196.400	1.6	233.042	12.6	302.678	2.8
Energy services <sup>5</sup> .....	253.260	6.3	200.208	.7	228.477	12.7	302.164	3.0
Electricity <sup>5</sup> .....	298.271	7.6	201.355	-.5	214.693	13.0	311.729	-.7
Utility (piped) gas service <sup>5</sup> .....	167.123	1.1	159.669	4.0	195.875	15.9	258.644	15.3
Household furnishings and operations .....	103.108	-1.2	116.026	-1.3	182.345	2.1	136.028	-.4
<b>Apparel</b> <sup>3</sup> .....	116.794	-5.0	150.594	-3.1	142.515	.7	116.992	-4.5
<b>Transportation</b> <sup>3</sup> .....	227.802	-.4	205.322	-2.5	224.627	-1.6	201.184	-.4
Private transportation .....	227.502	-.1	204.222	-2.6	219.258	-1.7	193.200	-.6
Motor fuel .....	310.136	-1.9	304.919	-5.2	301.713	-3.9	284.338	-3.2
Gasoline (all types) .....	313.176	-1.8	299.746	-5.4	301.655	-3.9	283.063	-3.2
Gasoline, unleaded regular <sup>7</sup> .....	311.468	-1.7	291.767	-5.5	314.178	-4.0	284.503	-3.3
Gasoline, unleaded midgrade <sup>7 8</sup> .....	264.316	-1.9	344.325	-5.3	257.750	-3.8	261.509	-3.0
Gasoline, unleaded premium <sup>7</sup> .....	286.805	-1.9	290.260	-4.8	303.413	-3.7	262.878	-3.0
<b>Medical care</b> <sup>3</sup> .....	512.020	2.9	397.466	3.3	-	-	-	-
<b>Recreation</b> <sup>9</sup> .....	108.301	1.3	119.245	-.6	157.517	1.6	109.296	.7
<b>Education and communication</b> <sup>9</sup> .....	110.737	1.1	132.490	-1.0	132.797	.5	132.867	-1.2
<b>Other goods and services</b> <sup>3</sup> .....	502.492	1.8	323.629	1.0	386.102	1.2	410.887	3.7
<b>Commodity and service group</b>								
All items <sup>3</sup> .....	234.922	2.3	219.678	.7	250.066	1.6	248.326	2.6
Commodities .....	183.675	.5	195.993	-.2	207.554	.0	191.562	.2
Commodities less food and beverages .....	162.355	-1.0	170.382	-2.6	187.157	-1.4	155.531	-1.7
Nondurables less food and beverages .....	207.317	-1.5	227.367	-2.4	218.236	-2.1	197.843	-1.8
Durables .....	120.837	.7	116.402	-2.3	151.064	.2	111.930	-1.0
Services .....	292.565	3.4	248.942	1.3	289.789	2.6	304.564	4.0
<b>Special aggregate indexes</b>								
All items less medical care <sup>3</sup> .....	225.694	2.2	212.363	.5	243.213	1.5	241.950	2.4
All items less shelter .....	227.117	1.4	215.071	.1	240.666	1.2	224.777	1.2
Commodities less food .....	164.034	-.8	172.929	-2.4	191.478	-1.2	158.846	-1.5
Nondurables .....	216.617	.7	236.168	.6	233.337	-.1	227.332	.6
Nondurables less food .....	206.861	-1.2	228.071	-2.1	225.787	-1.8	200.453	-1.5
Services less rent of shelter <sup>6</sup> .....	312.417	2.6	249.483	.6	285.943	3.5	276.567	2.8
Services less medical care services .....	279.041	3.5	236.211	1.2	277.322	2.5	296.637	3.8
Energy <sup>3</sup> .....	259.861	1.0	243.965	-2.5	279.812	.0	301.025	-1.4
All items less energy .....	235.135	2.5	219.569	1.3	247.411	1.8	247.633	3.0
All items less food and energy <sup>3</sup> .....	236.957	2.3	214.197	.7	249.828	1.7	247.312	3.0

See footnotes at end of table