

INDIAN WELLS CITY COUNCIL

July 18, 2024



To: City Council
From: Human Resources
Prepared by: Peter Castro, Assistant City Manager
Subject: **Update to Fiscal Year 2024-25 Approved Positions and Annual Salary Ranges**

RECOMMENDED ACTIONS:

Council **APPROVES** the update to employee's salary schedule as required by the California Public Employees' Pension Reform Act of 2013; and

DIRECTS staff to post the employee salary range schedule on the City's website; and

FINDS the action exempt from CEQA review under CEQA Guidelines section 15061(b)(3).

DISCUSSION:

Effective August 1, 2013, the Public Employees' Pension Reform Act ("PEPRA") changed the law to make compensation more transparent, specifically regarding eligible income for the calculation of retiree benefits. Under PEPRA, employees' retirement benefits must be calculated for a salary within a publicly approved salary range schedule published on the City's website.

This update serves the sole purpose of updating each employee's salary range schedule and accurately reflecting the current staffing level of the City. Staff will provide a revised total annual employee salary schedule update in 2025 for Fiscal Year 2025-26 as required by the California Public Employees' Pension Reform Act of 2013.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The action is not a project within the meaning of Section 15378 of the State of California Environmental Quality Act ("CEQA") Guidelines, because it has no potential for resulting in physical change in the environment, directly or indirectly; and that the action is nonetheless exempt from the requirements of CEQA in that the activity is covered by the general rule that CEQA applies only to projects that have the potential for causing a significant effect on the environment. (15061(b)(3).)

ATTACHMENTS:

1. FY 2024-25 Approved Positions