

INDIAN WELLS CITY COUNCIL

November 28, 2022



To: City Council
From: Human Resources
Prepared by: Peter Castro, Deputy City Manager
Subject: **Update to Fiscal Year 2022-23 Employee's Salary Range Schedule**

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.

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.

Employee salaries are not being increased as a result of this action. Employees are only eligible for pay increases based on performance under the City's Merit-Based Pay program. This update serves the sole purpose of updating the employee's salary range schedule to accurately reflect the current staffing level of the City and the City Manager's salary as a result of the approved action by the City Council on November 3, 2022.

Staff will return to Council as usual with the total annual employee salary schedule update in 2023 as required by the California Public Employees' Pension Reform Act of 2013 and in compliance with the Fiscal Year 2019-25 Memorandum of Understanding with the Indian Wells Employees Association.

ATTACHMENTS:

1. FY 2022-23 Approved Positions