



Item Number: 13

City Council / Board of Directors

Written Communications

Meeting of: May 6, 2025

Submitted By:

Heather Barber, Human Resources Officer

Subject:

Approval and Adoption of Revised Publicly Available Pay Schedules to Comply with CalPERS Regulations

Recommendation:

Staff recommends that the Honorable City Council Adopt Resolution No. 25-011 approving and adopting a Comprehensive Master Salary Schedule for Fiscal Year 2021-2022 through Fiscal Year 2024-2025 to include all revisions or amendments in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees' Retirement System.

Fiscal Impact:

There are no fiscal impacts associated with this item beyond what has previously been approved by the City Council. However, failing to approve and adopt the revised Publicly Available Pay Schedules could result in additional fiscal impacts.

Strategic Plan Goal:

This item aligns with Goal G: Organizational Effectiveness and Sustainability in the City of Victorville Strategic Plan 2023-2026 as the City is committed to providing high-quality services through a commitment to best practices and employee development, support, and retention.

Background:

The City of Victorville has contracted with the California Public Employees' Retirement System (CalPERS) since 1967. CalPERS is an agency that manages pension and health benefits for more than two million California Public employees, retirees, and their families.

In August 2024, CalPERS conducted a standard agency audit of the City's practices related to financial reporting for pension plans. As a result of that audit, and to comply with California Code of Regulations, Title 2, Section 570.5 for classic members and 571.1

for new members, which defines the requirements for a Publicly Available Pay Schedule needed to substantiate base salary for use in pension calculations, CalPERS is requiring that the City adopt a Resolution re-approving any previously approved employee salary schedules which included the Table of Compensation and Table of Organization, into a single Citywide schedule in a format approved by CalPERS.

Discussion:

The City previously included the Table of Compensation and the Table of Organization in its adopted Salary and Benefit Resolution that is presented to Council during the Fiscal Year budget, the Mid-year budget and anytime there is a change to the Salary and Benefit Resolution throughout the year. Starting with the Mid-year budget approval for Fiscal Year 2024-2025, the Table of Compensation and Table of Organization were combined into a single Salary Schedule to comply with CalPERS requirements.

Per the audit findings, the City is required to update any salary schedule that was approved by the City Council from Fiscal Year 2021-2022 through present. This includes any amended or revised Salary Schedules that were previously approved and adopted. The Salary Schedules, which include the information from the Table of Compensation and the Table of Organization, approved and adopted since Fiscal Year 2021-2022 are reflected below.

1. On June 15, 2021, the City Council adopted a Salary and Benefit Resolution, Effective July 1, 2021 (Resolution No. 21-052)
2. On March 15, 2022, the City Council adopted a Salary and Benefit Resolution, Effective January 1, 2022 (Resolution No. 22-020)
3. On June 21, 2022, the City Council adopted a Salary and Benefit Resolution, Effective July 1, 2022 (Resolution No. 22-068)
4. On March 7, 2023, the City Council adopted a Salary and Benefit Resolution, Effective March 7, 2023 (Resolution No. 23-014)
5. On June 6, 2023, the City Council adopted a Salary and Benefit Resolution, Effective July 1, 2023 (Resolution No. 23-038)
6. On August 15, 2023, the City Council adopted a Salary and Benefit Resolution, Effective August 15, 2023 (Resolution No. 23-077)
7. On February 20, 2024, the City Council adopted a Salary and Benefit Resolution, Effective February 20, 2024 (Resolution No. 24-011)
8. On June 4, 2024, the City Council adopted a Salary and Benefit Resolution, Effective July 1, 2024 (Resolution No. 24-036)
9. On September 3, 2024, the City Council adopted a Salary and Benefit Resolution, Effective September 3, 2024 (Resolution No. 24-075)

The Government Code and California Code of Regulations (CCR) requirement 570.5 states that the City of Victorville must maintain a single, duly and approved adopted pay schedule that identifies the position titles for each employee, includes the pay rate for each position, includes the time base, such as hourly, daily, monthly, or annually, must include an effective date and date of any revisions, is easily accessible for public review on the city's website, and is made available for public inspection for at least five years.

Therefore, staff recommends that the City Council adopt Resolution 25-011 approving and adopting a Comprehensive Master Salary Schedule for Fiscal Year 2021-2022 through Fiscal Year 2024-2025 to include all revisions or amendments in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees' Retirement System.

Staff remains available for any questions or comments.

Attachments:

- A. CalPERS Circular Letter Dated January 8, 2020
- B. Resolution No. 25-011
- C. Revised Salary Schedule FY 2021-2022 (Effective July 1, 2021)
- D. Revised Salary Schedule MY 2021-2022 (Effective January 1, 2022)
- E. Revised Salary Schedule FY 2022-2023 (Effective July 1, 2022)
- F. Revised Salary Schedule MY 2022-2023 (Effective March 7, 2023)
- G. Revised Salary Schedule FY 2023-2024 (Effective July 1, 2023)
- H. Revised Salary Schedule FY 2023-2024 (Effective August 15, 2023)
- I. Revised Salary Schedule MY 2023-2024 (Effective February 20, 2024)
- J. Revised Salary Schedule FY 2024-2025 (Effective July 1, 2024)
- K. Revised Salary Schedule FY 2024-2025 (Effective September 3, 2024)