



Item Number: 13

City Council / Board of Directors

Written Communications

Meeting of: June 6, 2023

Submitted By:

Sophie L. Smith, Deputy City Manager
Josefina Trevino, Human Resources Officer

Subject:

Benefits Resolution No. 23-038 and Table of Organization

Recommendation:

That the Honorable City Council adopt Benefits Resolution No. 23.038, revising the Table of Organization and Compensation Schedule, effective July 1, 2023.

Fiscal Impact:

The fiscal impact associated with the COLA increase to the Table of Compensation, the net additional positions and the increase to the employee benefits is included in the Fiscal Year 2023-2024 Budget.

Strategic Plan Goal:

The item is consistent with Strategic Plan Goal "G" "Organizational Effectiveness and Sustainability" in that the organizational structure must be reviewed and evaluated regularly, and revised accordingly, to maximize organizational effectiveness and sustainability.

Discussion:

Annually, the City Council adopts a resolution establishing the Table of Organization, fixing compensation rates, and establishing fringe benefits for employees. For FY 2023-2024, the following changes are proposed to the Table of Organization:

Cost of Living Adjustment (COLA):

The 2023 March-to-March Consumer Price Index (CPI) for Riverside-San Bernardino-Ontario, CA was 4.6%.

Based on this report and taking into consideration the current City financials, the City Manager is recommending a Cost-of-Living Adjustment of 3.0%. The 2023-2024 Table

of Compensation and the Table of Organization reflect this increase for all non-represented positions.

Based on the Memorandum of Understanding (MOU), Article 4.1, beginning with the first full pay period in July 2023, base salaries at all steps for Fire Captain, Fire Engineer and Firefighter Paramedic shall increase by 3.0%.

Changes to Personnel:

The total authorized full-time positions increased from 518 to 538 positions, reflecting a net increase of 20 positions. The Table of Organization includes 34 added positions, 14 deleted positions, four title changes and seven range changes. Twelve positions were added by the Fire Department to support the medic squads and in turn increase the services to our citizens. The City is reestablishing the Community Services department to include Parks, Facilities, Recreation and Library and will be adding four new positions. The Engineering Department is adding two positions. The Building Department is adding one position and Public Works and Water are also adding one position. (Please see Attachment A - Summary of Changes to the Table of Organization).

Changes to Benefits:

- Staff is recommending to allow current and future City of Victorville Retirees from non-represented groups to postpone their medical insurance enrollment to a later date.
 - For example, an employee who is retiring after 15 years of service with the City, would pay the full cost of the individual medical premium out of pocket, but would qualify to get a 50% reimbursement. If this employee were to get another job after retiring from the City, where they will get medical insurance paid by their new employer, then they would not need to stay in the City's retiree medical plan. At a later date, if the retiree did not opt to receive the one time pay-off, they may come back to access the City's retiree medical plan. This would save money for the retiree, not having to pay 50% out of pocket, and the City would save money by not having to reimburse the retiree 50% of the individual medical plan premium for the period of time the employee did not access the medical plan after retirement.
- Staff is recommending to allow current and future City of Victorville Retirees from non-represented groups, who live out-of-state to enroll in medical insurance plans outside of CalPERS and remain eligible to receive medical reimbursement based on the years of service. Allowing retirees to enroll in out-of-state plans of their choice may give them the opportunity to find less expensive plans that will meet their needs, saving money for themselves and for the City. The City's liability amount would remain at the cap of \$900 for FY 2023-2024.
 - For example, a City retiree who retired after 25 years of service and chose

to move to Arizona is only able to enroll in the PPO medical plan, due to the HMO plans offered by City sponsored CalPERS plans not being available out of state. The retiree qualifies to receive 100% reimbursement for the individual medical plan, up to \$900. The only option is the PPO, which costs \$993 per month. The employee is paying out of pocket \$93 per month and the City is paying \$900 per month.

With the ability to enroll in out-of-state plans, the retiree may find more affordable plans and thus reduce the City's reimbursement.

- The subsidized amount provided to full-time employees who enroll in medical, dental and vision plans and are paying out-of-pocket, will be increased from \$500 per month to \$700 per month. This subsidy does not apply to Council Members or retirees.

Uniforms - The following non-represented Victorville Fire Department Positions will receive uniform allowance as follows: Fire Chief, Deputy Chief of Operations, Division Chief, Battalion Chief, Battalion Chief / Deputy Fire Marshal, EMS Manager \$75.00 per month. Emergency Management Coordinator, EMS Specialist, EMS Administrative Technician, Fire Inspector \$37.50 per month.

Staff is requesting your favorable consideration on this item and remains available for any questions or comments

Attachments:

- A. Summary of Changes to the Table of Organization
- B. Benefits Resolution No. 23-038 and Table of Organization
- C. Part-time Table of Compensation