

**RESOLUTION NO. R-2016-053**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PISMO BEACH  
APPROVING SALARY SCHEDULES FOR A THREE-YEAR TERM FOR  
PART-TIME CITY EMPLOYEES AND APPROPRIATING FUNDS AS REQUIRED TO  
COVER COSTS**

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**WHEREAS**, the City's part-time employees' salary schedules are hereby defined for the three-year period July 1, 2016 through June 30, 2019 (FY 2017, FY 2018 and FY 2019); and

**WHEREAS**, the City's part-time employees' salary schedules include adjustments that incorporate the minimum wage rate as mandated each year, for the three-year period July 1, 2016 through June 30, 2019 (FY 2017, FY 2018 and FY 2019); and

**WHEREAS**, the City Council believes that the new Resolution is fair to its valued part-time employees and also serves the community of Pismo Beach well by providing broadly competitive wage rates to retain and attract quality employees to serve our residents, businesses and taxpayers.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Pismo Beach as follows:

**SECTION 1 AFFECTED EMPLOYEES**

**PART-TIME EMPLOYEES**

This classification includes all employees who are Part-Time and Temporary. These employees are not part of the Competitive Service and are not protected by the City's Personnel Rules and Regulations. These employees receive only those benefits as required by law. No other benefits are provided.

**SECTION 2 PAY RATES AND COMPENSATION**

A. Employees shall receive the following Cost of Living Adjustments (COLA) as set forth on **Schedule A**, **Schedule B** and **Schedule C**, attached hereto and by this reference made a part hereof, effective at the start of the first full pay period in the specified month:

- a. July 2016     3% (Schedule A)
- b. July 2017     2% (Schedule B)
- c. July 2018     3% (Schedule C)

The salary Schedules represent the minimum wage increase for each year.

- B. Part-Time employees who were originally hired from a full-time pay scale shall receive the same COLA increases effective at the start of the first full pay period in the specified month and year as Section 2.A above.

### **SECTION 3 RETIREMENT**

A Part-Time employee is not eligible for PERS retirement at hire date unless qualified as a member from a previous employer. In the event an employee works more than 1,000 hours in a fiscal year, they may qualify and will be enrolled in PERS retirement benefits. In the event an employee qualifies or has previously qualified for PERS retirement, the employee will contribute as follows:

#### **A. SWORN EMPLOYEES:**

1. The City provides Sworn Safety employees hired before December 17, 2012, retirement coverage through the Public Employees' Retirement System (PERS), specifically the PERS Benefit Description: "3% at 50 Modified Formula" and "One-Year Final Compensation". The Employee will pay the total 9% sworn Member Contribution plus 3% Employer contribution.
2. The City provides Sworn Safety police members hired after December 17, 2012, who qualify as a PERS "Classic" member under the new Public Employees' Pension Reform Act ("PEPRA") the retirement formula under Government Code Section 21363.1 ("3% @ 55"), modified for Social Security for Police Safety Employees. This formula shall be based upon highest average full-time monthly pay rate for a 3-year period. The Employee will pay the total 9% sworn member contribution plus 3% Employer contribution.
3. The City provides Sworn Safety police employees hired after January 1, 2013 who do not qualify for Pension Reciprocity pursuant to Government Code Section 7522.02(c), retirement coverage through the PERS retirement formula "2.7% @ 57". This formula shall be based upon highest average full time monthly pay rate for a 3-year period.

Employees shall pay the full employee's share of Public Employees' Retirement employee contribution as determined by PERS; the City shall not pay any portion of the required employee contribution. Under this retirement benefit ("2.7% @ 57") the employee pays the full PERS employee Member Contribution (currently 11.5%) plus 0.5% of the Employer Contribution. Should the employee contribution rate increase as defined by PEPRA, the employee will pay the Member Contribution rate defined under PEPRA plus one half of a percentage point (0.50%).

#### **B. NON-SWORN EMPLOYEES:**

1. The City provides Non-Sworn Employees hired before December 17, 2012,

with retirement benefits through the Public Employees' Retirement System (PERS) at a "2.5 @ 55" *modified* formula, which includes the PERS Benefit Description: "One Year Final Compensation". Of the 8% Member Contribution, the employee pays 8% of the PERS employee Member Contribution and the City pays 0%.

2. The City provides PERS Miscellaneous Non-Sworn employees hired after December 17, 2012, who qualify as a PERS "Classic" member under the new Public Employees' Pension Reform Act ("PEPRA") retirement coverage through the Public Employees' Retirement System ("PERS") Government Code Section 21353 ("2% @ 60") for Miscellaneous Employees. This formula shall be based upon highest average full-time monthly pay rate for a 3-year period. Employees with the "2% @ 60" modified formula pay the full 7% PERS employee Member Contribution plus 1.0% of the City contribution.
3. The City provides PERS Miscellaneous employees hired after January 1, 2013 who do not qualify for Pension Reciprocity pursuant to Government Code Section 7522.02(c), the City shall provide retirement coverage through the PERS retirement formula under Government Code 7522.20 ("2% @ 62" formula). This formula shall be based upon highest average full time monthly pay rate for a 3-year period.

Employees pay the full employee's share of Public Employees' Retirement employee contribution as determined by PERS; the City shall not pay any portion of the required employee contribution. Under this retirement benefit ("2% @ 62") the employee pays the full 6.25% PERS employee Member Contribution plus 1.75% of the City Contribution. For "new" Miscellaneous employees, should the employee contribution rate increase as defined by PEPRA, the employee will pay the Member Contribution, plus 1.75%.

#### C. ALL EMPLOYEES

The City has amended the Retirement Contract with PERS to allow the additional Cost Sharing contribution by the employees (the amounts contributed by employees above the Member Contribution) to be credited to the employee's PERS account as a normal contribution and the additional amount will be reported as tax-deferred compensation in accordance to International Revenue Code 414(h)(2).

#### **SECTION 4 UNIFORM AND BOOT ALLOWANCE**

Part Time employees classified as Temporary Police Officers or Public Safety Dispatchers must wear a Police Department defined uniform. A uniform allowance will be provided to an employee for the purchase, replacement and cleaning of uniforms.

Non-Sworn personnel will receive \$400 per year and Sworn personnel will receive \$500 per year. The uniform allowance shall be made in two equal retroactive payments of 50% of the annual allowance and shall occur during the first period in December and June.

Part Time employees classified as Reserve/Paid Call Firefighters will be required to wear safety boots. Active Reserve/Paid Call Firefighters will receive an annual boot allowance in the amount of \$70, to be distributed through payroll during the first payroll check date in July.

**BE IT FURTHER RESOLVED** that the City Council of the City of Pismo Beach hereby approves the Salary Schedules attached hereto (**Exhibit A**), for the term of July 1, 2016 through June 30, 2019.

**BE IT FURTHER RESOLVED** that the City Council of the City of Pismo Beach hereby appropriates the following amounts in FY 2017 in the various accounts from the fund balance as listed below:

<b>Fund</b>	<b>Type of Cost</b>	<b>FY 2017</b>
General Fund	Salaries	\$ 16,752
	Benefits	1,282
	Technology Costs	161
<i>General Fund subtotal</i>		<u>18,195</u>
LBID Fund	Salaries	900
	Benefits	69
<i>Lodging Business Improvement District Fund subtotal</i>		<u>969</u>
Water Enterprise Fund	Salaries	204
	Benefits	16
<i>Water Enterprise Fund subtotal</i>		<u>219</u>
Wastewater Enterprise Fund	Salaries	204
	Benefits	16
<i>Wastewater Enterprise Fund subtotal</i>		<u>219</u>
Parking Enterprise Fund	Salaries	1,104
	Benefits	84
<i>Parking Enterprise Fund subtotal</i>		<u>1,188</u>
Technology Service Fund	IT Service Charges	(161)
	Salaries	150
	Benefits	11
<i>Technology Service Fund subtotal</i>		<u>-</u>
<b>All Funds Total</b>		<b>\$ 20,790</b>

**UPON MOTION OF** Mayor Pro Tem Waage, seconded by Council Member Howell, the foregoing resolution was adopted by the City Council of the City of Pismo Beach this 21<sup>st</sup> day of June 2016, by the following vote:

**AYES: 5 Council Members Waage, Howell, Blake, Reiss, Higginbotham**  
**NOES: 0**  
**ABSENT: 0**  
**ABSTAIN: 0**  
**RECUSED: 0**

**Approved:**

  
Shelly Higginbotham  
Shelly Higginbotham  
Mayor

**Attest:**

  
Debbie Di Bianca  
Debbie Di Bianca  
Deputy City Clerk

**City of Pismo Beach**  
**Salary Range Table-Part-Time, Seasonal Positions**  
**Salary Schedule-Hourly**  
**Effective the first full pay period in July 16**

**Exhibit A**

<b>Class Title</b>	<b>Range #</b>	<b>Period</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>
Part-Time Misc II Student Intern II Rookie Firefighter Summer Maintenance	2	Hourly	10.50	11.03	11.58
Parking Enforcement	P1	Hourly	10.82		
Part-Time Misc III Facility Attendent Recreation Leader I Firefighter I - 6 Months Service	3	Hourly	11.53	12.10	12.71
Part-Time Misc IV	4	Hourly	12.10	12.71	13.34
Part-Time Misc V Student Intern III Summer Maint. Aide I Firefighter Driver/Operator	5	Hourly	12.68	13.31	13.98
Part-Time Misc VI	6	Hourly	13.26	13.92	14.61
Part-Time Misc VII Web-Site Maintenance Firefighter II	7	Hourly	13.83	14.52	15.25
Part-Time Misc VIII	8	Hourly	14.41	15.13	15.89
Part-Time Misc IX Student Intern IV	9	Hourly	14.99	15.74	16.52
Part-Time Misc X	10	Hourly	15.56	16.34	17.16
Lifeguard I & II	L1	Hourly	15.86		
Part-Time Misc XI Student Intern V Summer Maintenance Aide II	11	Hourly	16.14	16.95	17.79
Part-Time Misc XII Lifeguard III	12/LIII	Hourly	16.72	17.55	18.43
Part-Time Misc XIII Recreation Coordinator I	13	Hourly	17.29	18.16	19.07
Lead Lifeguard	L4	Hourly	18.39		
Recreation Coordinator II	14	Hourly	20.18	21.19	22.25
Part-Time Misc XV	15	Hourly	23.06	24.21	25.43

**City of Pismo Beach**  
**Salary Range Table-Part-Time, Seasonal Positions**  
**Salary Schedule-Hourly**  
**Effective the first full pay period in July 17**

**Exhibit A**

Class Title	Range #	Period	Step A	Step B	Step C
Part-Time Misc II Student Intern II Rookie Firefighter Parking Enforcement Summer Maintenance Parking Enforcement	2/P1	Hourly	11.00	11.55	12.13
Part-Time Misc III Facility Attendent Recreation Leader I Firefighter I - 6 Months Service	3	Hourly	11.76	12.34	12.96
Part-Time Misc IV	4	Hourly	12.34	12.96	13.61
Part-Time Misc V Student Intern III Summer Maint. Aide I Firefighter Driver/Operator	5	Hourly	12.93	13.58	14.26
Part-Time Misc VI	6	Hourly	13.52	14.20	14.91
Part-Time Misc VII Web-Site Maintenance Firefighter II	7	Hourly	14.11	14.82	15.56
Part-Time Misc VIII	8	Hourly	14.70	15.43	16.20
Part-Time Misc IX Student Intern IV	9	Hourly	15.29	16.05	16.85
Part-Time Misc X	10	Hourly	15.87	16.67	17.50
Lifeguard I & II	L1	Hourly	16.18		
Part-Time Misc XI Student Intern V Summer Maintenance Aide II	11	Hourly	16.46	17.29	18.15
Part-Time Misc XII Lifeguard III	12/LIII	Hourly	17.05	17.90	18.80
Part-Time Misc XIII Recreation Coordinator I	13	Hourly	17.64	18.52	19.45
Lead Lifeguard	L4	Hourly	18.75		
Recreation Coordinator II	14	Hourly	20.58	21.61	22.69
Part-Time Misc XV	15	Hourly	23.52	24.70	25.93

**City of Pismo Beach**  
**Salary Range Table-Part-Time, Seasonal Positions**  
**Salary Schedule-Hourly**  
**Effective the first full pay period in July 18**

**Exhibit A**

<b>Class Title</b>	<b>Range #</b>	<b>Period</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>
Part-Time Misc II Student Intern II Rookie Firefighter Parking Enforcement Summer Maintenance	2/P1	Hourly	12.00	12.60	13.23
Part-Time Misc III Facility Attendent Recreation Leader I Firefighter I - 6 Months Service	3	Hourly	12.11	12.71	13.35
Part-Time Misc IV	4	Hourly	12.71	13.35	14.02
Part-Time Misc V Student Intern III Summer Maint. Aide I Firefighter Driver/Operator	5	Hourly	13.32	13.99	14.69
Part-Time Misc VI	6	Hourly	13.93	14.62	15.35
Part-Time Misc VII Web-Site Maintenance Firefighter II	7	Hourly	14.53	15.26	16.02
Part-Time Misc VIII	8	Hourly	15.14	15.90	16.69
Part-Time Misc IX Student Intern IV	9	Hourly	15.74	16.53	17.36
Part-Time Misc X	10	Hourly	16.35	17.17	18.03
Lifeguard I & II	L1	Hourly	16.66		
Part-Time Misc XI Student Intern V Summer Maintenance Aide II	11	Hourly	16.96	17.80	18.69
Part-Time Misc XII Lifeguard III	12/LIII	Hourly	17.56	18.44	19.36
Part-Time Misc XIII Recreation Leader II Recreation Coordinator I	13	Hourly	18.17	19.08	20.03
Lead Lifeguard	L4	Hourly	19.32		
Part-Time Misc XIV Recreation Coordinator II	14	Hourly	21.20	22.26	23.37
Part-Time Misc XV	15	Hourly	24.23	25.44	26.71