



# ***CITY COUNCIL AGENDA REPORT***

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**MEETING DATE:** July 17, 2012

**ITEM NUMBER:**

**SUBJECT:** POLICE RESERVE OFFICER - SALARY ADJUSTMENT

**DATE:** JULY 10, 2012

**FROM:** CHIEF EXECUTIVE OFFICE/HUMAN RESOURCES DIVISION

**PRESENTATION BY:** KASAMA LEE, PRINCIPAL HUMAN RESOURCES ANALYST

**FOR FURTHER INFORMATION CONTACT:** LANCE NAKAMOTO AT (714) 754-5172

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## **RECOMMENDATION:**

1. Adopt Resolution No. 12-\_\_\_\_\_ (Attachment 1), which amends Resolution No. 09-58 by revising the salary range for the Police Reserve Officer classification.

## **BACKGROUND/ANALYSIS:**

Currently, the salary for Police Reserve Officer is \$27.09. In an effort to attract the best qualified applicants from a limited recruitment pool, the City Council directed staff to revise the salary range for the Police Reserve Officer classification. The competitive salary will enhance the recruitment and selection process by ensuring a pool of well qualified candidates.

## **ALTERNATIVES CONSIDERED:**

This recommended action was the result of City Council direction, no other alternatives were considered.

## **FISCAL REVIEW:**

As seen on the attached resolution, the new top step salary for Police Reserve Officer would be \$33.00 per hour, an increase of \$5.91 per hour. The City currently budgets approximately 13,600 part time hours for the Police Reserve Officer positions. Therefore, the annual impact of this adjustment is approximately \$80,000. However, no additional appropriation is requested as the salary increase can be absorbed within the existing budget of the Police Department. Pending City Council approval the new salary range will be effective July 15, 2012.

**LEGAL REVIEW:**

The City Attorney's Office has reviewed the attached documents and, where appropriate, approved them as to form.

**CONCLUSION:**

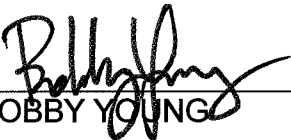
Staff recommends that the City Council adopt Salary Resolution 12-\_\_\_ that establishes the new salary range as set forth in the attached document.



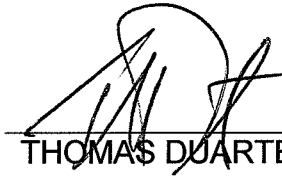
\_\_\_\_\_  
LANCE M. NAKAMOTO  
Human Resources Manager



\_\_\_\_\_  
RICHARD FRANCIS  
Assistant Chief Executive Officer



\_\_\_\_\_  
BOBBY YOUNG  
Director of Finance and I.T.



\_\_\_\_\_  
THOMAS DUARTE  
City Attorney

DISTRIBUTION: Chief Executive Officer  
City Clerk

ATTACHMENTS: 1 Salary Resolution 12-\_\_

RESOLUTION NO. 12- \_\_\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, ADJUSTING THE RATES OF PAY FOR POLICE RESERVE OFFICER.**

The City Council of the City of Costa Mesa does hereby resolve, determine and order as follows:

SECTION 1. The Costa Mesa City Council hereby amends Resolution 09-58 to revise the rates of pay for Police Reserve Officer.

SECTION 1. The following job classification is considered to be at-will and is hereby placed under the Part-Time Pay Schedule, at the rates of pay specified, effective July 15, 2012.

Job Code	Class Title	Grade	1	2	3	4	5	6	7	
701	Police Reserve Officer	579	24.62	25.85	27.14	28.50	29.93	\$31.43	\$33.00	Hourly

SECTION 3. All resolutions and parts of resolutions in conflict herewith are hereby rescinded.

PASSED AND ADOPTED this 17<sup>th</sup> day of July, 2012.

\_\_\_\_\_  
Eric R. Bever, Mayor

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
Brenda Green, Interim City Clerk

\_\_\_\_\_  
Thomas Duarte, City Attorney

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss  
CITY OF COSTA MESA )

I, Brenda Green, Interim City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and forgoing is the original of Resolution No. 12- \_\_\_\_\_ and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 17<sup>th</sup> day of July, 2012, by the following roll call vote to wit:

AYES:

NOES:

ABSENT:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the Seal of the City of Costa Mesa this 18<sup>th</sup> day of July, 2012.

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BRENDA GREEN, INTERIM CITY CLERK

(SEAL)