

RESOLUTION NO. _____

RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
AMENDING THE CITY'S ADOPTED SALARY SCHEDULE

WHEREAS, the Human Resources Department maintains the classification and salary schedule on behalf of the City; and

WHEREAS, the City contracted with The Segal Group, Inc. ("Segal") on April 21, 2020, to conduct a comprehensive classification and compensation study to yield recommended classification specifications and a proposed competitive salary structure; and

WHEREAS, Segal completed its study in 2022 recommending the establishment of a new salary structure and updates to job descriptions, including new and retitled positions; and

WHEREAS, the City has negotiated in good faith with representatives from Service Employees International Union (SEIU) Local 1021 General Employees, International Federation of Professional and Technical Engineers (IFPTE) Local 21 Mid-Management Bargaining Unit, and IFPTE Local 21 Executive Management Unit, regarding the implementation of the study, pursuant to reopener clauses in their respective Memorandum of Understanding; and

WHEREAS, the parties have agreed to the establishment of the updated wage structure via contract amendments presented and adopted by City Council (resolutions 44-23, 51-23, and 54-23); and

WHEREAS, the City now wishes to amend the salary schedule and such amendments are supported by the City Manager.

NOW THEREFORE, BE IT RESOLVED, that effective November 1, 2023, the Salary Schedule is hereby revised as shown in Attachment A and the Director of Human Resources shall publicly post the revised Salary Schedule.

I hereby certify that the foregoing Resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held _____ by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

Mayor

Approved as to form:

City Attorney