



CITY OF HERMOSA BEACH M E M O R A N D U M

DATE: October 13, 2020
TO: Honorable Mayor and Members of the City Council
FROM: Vanessa Godinez, Human Resources Manager
SUBJECT: 10/13/20 AGENDA, ITEM 14c - **SUPPLEMENTAL CORRECTION**

**REQUEST FOR APPROVAL TO UNFREEZE THE DEPUTY CITY
MANAGER POSITION AS APPROVED IN THE 2020-2021
BUDGET AND FREEZE THE VACANT ASSISTANT TO THE CIT
MANAGER POSITION**

Below is the revised fiscal impact for this item. The fiscal impact in the staff report did not account for the increase in the salary range for the Deputy City Manager effective July 1, 2019 and July 1, 2020. This increase is a result of labor contract negotiations. As a result, there was a correction made to the total compensation of salary and benefits for the Deputy City Manager position.

The following table provides the total compensation for each of the four steps in the salary range for the Deputy City Manager position and the total compensation for step four of four of the Assistant to the City Manager position, as included in the 2020–21 Adopted Budget. The difference in total compensation between step two of the Deputy City Manager position and step four of the Assistant to the City Manager position is highlighted.

Deputy City Manager									
	Step	Monthly	Annual	RET	BNFT	MDCR	DEFCOMP	BONUS	TOTAL
	1	10,902	130,818	13,626	22,804	2,417	8,000	13,082	\$ 190,747
	Step	Monthly	Annual	RET	BNFT	MDCR	DEFCOMP	BONUS	TOTAL
	2	11,447	137,369	14,308	22,804	2,522	8,000	13,737	\$ 198,740
	Step	Monthly	Annual	RET	BNFT	MDCR	DEFCOMP	BONUS	TOTAL
	3	12,020	144,241	15,024	22,804	2,631	8,000	14,424	\$ 207,125
	Step	Monthly	Annual	RET	BNFT	MDCR	DEFCOMP	BONUS	TOTAL
	4	12,621	151,447	15,775	22,804	2,746	8,000	15,145	\$ 215,917
Assistant to the City Manager									
Tier 2									
	Step	Monthly	Annual	RET	BNFT	MDCR	DEFCOMP	BONUS	TOTAL
	4	11,100	133,200	13,874	22,804	2,455	8,000	13,320	\$ 193,653
					Difference in 1st Year Total Cost \$ 5,087				

Revised Fiscal Impact:

The total compensation with salary and benefits for the Assistant to the City Manager at step four of four in the salary range is \$193,653 per year. The total compensation with salary and benefits for the Deputy City Manager at step two of four in the salary range is \$198,740 per year. If the position is hired at step two of four, the difference in salary would be \$5,087.00 for the first year, which will be covered by salary savings from the vacant Assistant to the City Manager position. The salary and benefit costs are approved in the 2020-2021 Budget.