



Office of the City Manager

CONSENT CALENDAR  
October 15, 2024

To: Honorable Mayor and Members of the City Council  
From: Paul Buddenhagen, City Manager  
Submitted by: Aram Kouyoumdjian, Director of Human Resources  
Subject: Revise Salary Range – Aquatics Specialist II

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to revise the salary range of the unrepresented Aquatics Specialist II classification to remedy salary compaction with Aquatics Specialist I.

FISCAL IMPACTS OF RECOMMENDATION

Annual impact at current wage rates is estimated at \$3,469.

CURRENT SITUATION AND ITS EFFECTS

As a result of Living Wage Ordinance and cost-of-living adjustments, the salary rate for Aquatics Specialist I has increased at a higher percentage than Aquatics Specialist II, resulting in compaction between the two classifications. Steps 1 and 2 of Aquatics Specialist II are now identical to the wages of Aquatics Specialist I and warrant revision:

<b>CURRENT</b>	Step 1	Step 2	Step 3	Step 4	Step 5
Aquatics Specialist I	23.5532	23.5532	23.5532	23.5532	23.5532
Aquatics Specialist II	23.5532	23.5532	23.9963	25.2670	27.4063
<b>REVISED</b>	Step 1	Step 2	Step 3	Step 4	Step 5
Aquatics Specialist I	23.5532	23.5532	23.5532	23.5532	23.5532
Aquatics Specialist II	24.3501	25.0806	25.8331	26.6081	27.4063

The Personnel Board voted unanimously at its September 9, 2024 meeting to recommend the salary revisions.

BACKGROUND

The City of Berkeley’s Living Wage Ordinance (LWO) sets the minimum hourly wage at \$22.22 (rate effective July 1, 2024) for employees who receive no medical benefit. LWO and cost-of-living adjustments impact the lower steps of the Aquatics Specialist classifications.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

Revisions to the Aquatics Specialist II salary range are warranted to remedy salary compaction with Aquatics Specialist I.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

REVISE SALARY RANGE – AQUATICS SPECIALIST II

WHEREAS, the Human Resources Department maintains the Classification and Compensation plan for the City of Berkeley; and

WHEREAS, the salary ranges of the unrepresented Aquatics Specialist I and Aquatics Specialist II classifications have become compacted due to Living Wage Ordinance and cost-of-living adjustments; and

WHEREAS, revisions to the Aquatics Specialist II salary range are warranted in order to remedy the compaction issue; and

WHEREAS, the Personnel Board recommended on September 9, 2024 to adopt the newly proposed salary range;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the salary steps for the Aquatics Specialist II classification be revised as follows, effective the first full pay period after Council approval:

REVISED	Step 1	Step 2	Step 3	Step 4	Step 5
Aquatics Specialist II	24.3501	25.0806	25.8331	26.6081	27.4063

