



City of Oceanside

300 North Coast Highway,
Oceanside, California 92054

Staff Report

File #: 25-615

Agenda Date: 2/19/2025

Agenda #: 18.

DATE: February 19, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Human Resources Department

TITLE: **UPDATE TO CITY OF OCEANSIDE SALARY SCHEDULE**

RECOMMENDATION

Staff recommends that the City Council approve and adopt the revised City of Oceanside Salary Schedule retroactively effective January 5, 2025.

BACKGROUND AND ANALYSIS

The salary schedule presented for adoption reflects changes that were previously approved by the City Council for the Oceanside Police Management Association (OPMA), Oceanside Fire Management Association (OFMA) and Oceanside Marine Safety Employees' Association (OMSEA).

The California Code of Regulations (CCR) Section 570.5, outlines the required elements necessary to meet the definition for a publicly available pay schedule as follows:

- (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
- (2) Identifies the position title for every employee position;
- (3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (6) Indicates an effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and

(8) Does not reference another document in lieu of disclosing the pay rate.

The most recent update to the City of Oceanside Salary Schedule was approved by the City Council during the meeting of February 5, 2025, and retroactively effective as of December 8, 2024.

Updates to the salary schedules require a separate approval from the Memorandum of Understanding (MOU) and/or Compensation Plan actions taken by the City Council. In addition to complying with the requirements of CCR 570.5, the salary schedules are utilized by CalPERS for the purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1.

FISCAL IMPACT

Does not apply.

COMMISSION OR COMMITTEE REPORT

Does not apply.

CITY ATTORNEY'S ANALYSIS

Does not apply.

Prepared by: Chelsea Phebus, Human Resources Director

Reviewed by: Robert O'Brien, Deputy City Manager

Submitted by: Jonathan Borrego, City Manager

ATTACHMENTS:

1. Staff Report
2. Salary Schedule