



DATE: August 5, 2024

TO: Mayor and Members of the City Council  
President and Members of the Estero Municipal Improvement District  
(EMID) Board of Directors

VIA: Stefan Chatwin, City/District Manager

FROM: Diane Pitman, Administrative Services Director

SUBJECT: UPDATED CITY/DISTRICT PAY PLAN FOR FISCAL YEAR 2024-2025

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### RECOMMENDATION

It is recommended that the City Council/EMID Board of Directors (City Council) adopt resolutions approving the updated Pay Plan for Fiscal Year 2024-2025, effective July 1, 2024.

### BACKGROUND/ANALYSIS

The City Council approves a Pay Plan at a regularly scheduled meeting as part of the budget adoption process or amends the Pay Plan if there are changes during the fiscal year. As part of the recently approved budget, the Economic Development Manager position was moved to the City Manager's office and raised to a Deputy City Manager. In addition, the salary range for the Deputy City Manager was decreased. The attached Pay Plan reflects that change.

To meet CalPERS requirements under Government Code 20636 and CCR section 570.5, which requires public agencies to provide a publicly available pay schedule, staff is bringing this forward to ensure the City's pay schedule is updated. Staff requests approval of the resolutions to approve the amended Pay Plan for Fiscal Year 2024-2025 which will be effective July 1, 2024. Upon approval, staff will publish the updated Pay Plan on the City's website for public access.

## California Environmental Quality Act

CEQA General Rule Exemption

## FISCAL IMPACT

The updated FY 2024-2025 Pay Plan reflects the approved salary range for the Deputy City Manager based on the recently approved FY 2024-2025 budget.

## CITY COUNCIL VISION, MISSION AND VALUE/PRIORITY AREA

Staff Empowerment and Operational Excellence

### Attachments:

- Attachment 1 - City Resolution
- Attachment 2 - EMID Resolution
- Attachment 3 - City/District Pay Plan for FY 2024-2025