

RESOLUTION NO. 2023-051

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE
ADOPTING AN UPDATED LIST OF COMPARATOR SURVEY AGENCIES AND
AUTHORIZING THE CITY MANAGER TO EXECUTE AMENDMENT NO. 1 TO THE ELK
GROVE POLICE OFFICERS' ASSOCIATION MEMORANDUM OF UNDERSTANDING
AND AMENDMENT NO. 1 TO THE ELK GROVE POLICE MANAGERS' ASSOCIATION
MEMORANDUM OF UNDERSTANDING**

WHEREAS, the Human Resources Department routinely gathers salary and benefit information to evaluate and recommend changes to the City's salary structure in order to ensure the City remains competitive in the labor market to attract and retain a high performing and diverse workforce; and

WHEREAS, on July 23, 2008, the City Council approved a list of jurisdictions to be used to conduct total compensation (salary and benefits) surveys for City positions; and

WHEREAS, since this list was established in 2008 the City organization has experienced significant growth and change, including, but not limited to, the addition of several new classifications, an Animal Shelter, and the expansion of in-house services provided by the Public Works Department; and

WHEREAS, in September 2022, the City Council authorized the City Manager to execute a contract with Koff & Associates, a Division of Gallagher Benefit Services, Inc. to conduct a comprehensive classification and compensation study; and

WHEREAS, one area of focus for the compensation study was to evaluate the City's list of comparator agencies; and

WHEREAS, after extensive evaluation and analysis, staff recommends the City Council approve a modification of this list by removing the cities of Stockton, Modesto, and West Sacramento, and adding the cities of Antioch, Tracy, and Lodi; and


WHEREAS, staff have met and conferred in good faith with the Elk Grove Police Officers' Association and the Elk Grove Police Managers' Association concerning revisions to the list of comparator agencies.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Elk Grove hereby adopts an updated list of comparator survey agencies, as identified in Exhibit A attached and made a part hereof, and authorizes the City Manager to execute Amendment No. 1 to the Elk Grove Police Officers' Association Memorandum of Understanding and Amendment No. 1 to the Elk Grove Police Managers' Association Memorandum of Understanding, in substantially the forms presented.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 8th day of March 2023


BOBBIE SINGH-ALLEN, MAYOR of the
CITY OF ELK GROVE

APPROVED AS TO FORM:


JONATHAN P. HOBBS
CITY ATTORNEY

ATTEST:


JASON LINDGREN, CITY CLERK

EXHIBIT A

City of Elk Grove Comparator Agency List

City of Vacaville
City of Roseville
City of Rocklin
City of Sacramento
Sacramento County
City of Fairfield
City of Rancho Cordova
City of Folsom
City of Citrus Heights
City of Davis
City of Antioch
City of Tracy
City of Lodi

CERTIFICATION
ELK GROVE CITY COUNCIL RESOLUTION NO. 2023-051

STATE OF CALIFORNIA)
COUNTY OF SACRAMENTO) ss
CITY OF ELK GROVE)

I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on March 8, 2023 by the following vote:

AYES: **COUNCILMEMBERS:** *Singh-Allen, Spease, Brewer, Robles, Suen*

NOES: **COUNCILMEMBERS:** *None*

ABSTAIN: **COUNCILMEMBERS:** *None*

ABSENT: **COUNCILMEMBERS:** *None*



Jason Lindgren, City Clerk
City of Elk Grove, California