



# CITY COUNCIL STAFF REPORT



**February 4, 2025**

## **ITEM TITLE**

Employee Compensation: Amend the Compensation Schedule for the FA Deputy Executive Director, FA IVDC-LECC Executive Director, FA Director of SD LECC, FA Finance Manager, FA Deputy Director of IV-LECC, and FA Deputy Director of LECC

**Report Number:** 25-0039

**Location:** No specific geographic location

**Department:** Police

**G.C. § 84308 Regulations Apply:** No.

**Environmental Notice:** The activity is not a “Project” as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

## **Recommended Action**

Adopt resolutions: A) amending the compensation schedule to reflect changes in the compensation for the FA Deputy Executive Director, FA IVDC-LECC Executive Director, FA Director of SD LECC, FA Finance Manager, FA Deputy Director of IV-LECC, and FA Deputy Director of LECC effective January 1, 2025; and B) approving the revised fiscal year 2024-25 compensation schedule effective February 7, 2025, as required by California Code of Regulations, Title 2, Section 570.5 to reflect salary increases FA Deputy Executive Director, FA IVDC-LECC Executive Director, FA Director of SD LECC, FA Finance Manager, FA Deputy Director of IV-LECC, and FA Deputy Director of LECC.

## **SUMMARY**

In accordance with High Intensity Drug Trafficking Area (HIDTA) policy, the compensation for the FA (Fiscal Agent) Deputy Executive Director, FA IVDC-LECC (Imperial Valley Drug Coalition Law Enforcement Coordination Center) Executive Director, FA Director of SD LECC (San Diego Law Enforcement Coordination Center), FA Finance Manager, FA Deputy Director of IV-LECC and FA Deputy Director of LECC positions are tied to the Federal General Schedule (GS) Salary Table, with the most recent changes effective January 1, 2025. The Chula Vista compensation schedule needs to be updated to reflect eligible step increases based upon the Federal General Schedule salary guidelines for these six positions effective January 1, 2025.

## ENVIRONMENTAL REVIEW

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a “Project” as defined under Section 15378 of the State CEQA Guidelines because it will not result in a physical change in the environment; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

## BOARD/COMMISSION/COMMITTEE RECOMMENDATION

Not applicable.

## DISCUSSION

The Police Department entered into an agreement with the Office of National Drug Control Policy in 1996 to be the fiscal agent for the California Border Alliance Group (CBAG), which is now referred to as the San Diego/Imperial High Intensity Drug Trafficking Area (HIDTA). The City receives full funding, plus a 5% administrative fee, to hire and administer salary and benefits for HIDTA positions. To date, there are 12 HIDTA positions with the City of Chula Vista that are fully funded from the Office of National Drug Control Policy (ONDCP).

Under HIDTA policy, the salaries for FA Deputy Executive Director, FA IVDC-LECC Executive Director, FA Director of SD LECC, FA Finance Manager, FA Deputy Director of IV-LECC, and FA Deputy Director of LECC positions are tied to the Federal General Schedule Salary Table. Approval of this resolution amends the City’s Compensation Schedule to reflect eligible step increases based upon the Federal General Schedule salary guidelines, as indicated in the table below.

Title	Unclassified	Bargaining Group	Current E Step Salary (bi-weekly)	Proposed E Step Salary (bi-weekly)
FA Deputy Executive Director	Yes	SM	\$6,716.12	\$7,079.23
FA IVDC-LECC Executive Director	Yes	SM	\$6,642.69	\$7,005.88
FA Director of SD LECC	Yes	SM	\$6,611.20	\$6,650.19
FA Finance Manager	Yes	MMUC	\$6,066.66	\$6,200.81
FA Deputy Director of IV-LECC	Yes	SM	\$5,647.35	\$5,956.08
FA Deputy Director of LECC	Yes	SM	\$5,531.35	\$5,836.04

The salary adjustments for these six positions are retroactive to January 1, 2025, which is the effective date of the Federal General Schedule Salary Table.

California Code of Regulations, Title 2, Section 570.5 requires that, for purposes of determining a retiring employee's pension allowance, the pay rate be limited to the amount listed on a pay schedule that meets certain requirements and be approved by the governing body in accordance with the requirements of the applicable public meeting laws. The Fiscal Year 2024-25 Compensation Schedule ("Compensation Schedule") was last amended by City Council on January 7, 2025. Approval of Resolution B will approve the

revised Compensation Schedule to reflect the salary adjustment for FA Deputy Executive Director, FA IVDC-LECC Executive Director, FA Director of SD LECC, FA Finance Manager, FA Deputy Director of IV-LECC, and FA Deputy Director of LECC.

### **DECISION-MAKER CONFLICT**

Staff has reviewed the decision contemplated by this action and has determined that it is not site-specific and consequently, the 500-foot rule found in California Code of Regulations Title 2, section 18702.2(a)(11), is not applicable to this decision for purposes of determining a disqualifying real property-related financial conflict of interest under the Political Reform Act (Cal. Gov't Code § 87100, et seq.).

Staff is not independently aware, and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

### **CURRENT-YEAR FISCAL IMPACT**

The City is fully reimbursed for HIDTA positions and receives a 5% administrative fee to act as a fiscal agent. The anticipated cost of compensation adjustments for these six positions are already included in the fiscal year 2024-25 adopted budget. Therefore, there is no current-year fiscal impact by approving these compensation adjustments.

### **ONGOING FISCAL IMPACT**

There is no ongoing fiscal impact approving the compensation of these six grant-funded positions. The proposed fiscal year 2025-26 HIDTA budget will incorporate anticipated salary adjustments for these positions, and the funding from ONDCP will fully offset these costs.

### **ATTACHMENTS**

1. Letter from San Diego Imperial Valley HIDTA Director dated January 1, 2025
2. Revised Fiscal Year 2024-25 Compensation Schedule effective February 7, 2025

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