



CITY OF CORONADO

CITY COUNCIL STAFF REPORT

April 16, 2024

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ADOPTION OF “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CORONADO, CALIFORNIA, AMENDING ITS FISCAL YEAR 2023-24 PERSONNEL AUTHORIZATION AND COMPENSATION PLAN TO INCORPORATE COMPENSATION AND BENEFIT CHANGES”

RECOMMENDATION:

Adopt “A Resolution of the City Council of the City of Coronado, California, Amending its Fiscal Year 2023-24 Personnel Authorization and Compensation Plan to incorporate Compensation and Benefit Changes.”

BACKGROUND:

The Personnel Authorization and Compensation Plan (PACP) enumerates the number of authorized positions and classifications, as well as the approved pay ranges for all classifications. Adjustments are presented to the City Council when any compensation, benefit, or classification adjustments occur.

The complete PACP (Exhibit A) and the Memoranda of Understanding (MOU) for the Coronado Police Officers’ Association (CPOA), Coronado Firefighters Association’ (CFA), and American Federation of State, County and Municipal Employees (AFSCME), Local 127 can be found at:

<https://www.coronado.ca.us/186/City-Employment-Salaries-Memoranda-of-Un>

and is available for review in the City Clerk’s office.

ANALYSIS:

When changes in compensation, benefit, or classifications occur, it is important to amend the PACP or applicable MOU to reflect the changes for CalPERS purposes and for public transparency.

Below proposed change will apply to Self-Represented.

- New classification of Temporary Emergency Medical Technician (EMT). This new classification will provide the department with the ability to deploy a Basic Life Support (BLS) ambulance to respond to low-acuity medical incidents. Currently, the fire department dispatches an Advanced Life Support (ALS) ambulance to all incidents, including those that have been triaged as low-acuity. The Temporary Emergency Medical Technician will respond to low-acuity medical incidents and provide basic life support services to mild-status patients in accordance with San Diego County Emergency Medical Services protocols. The position will operate and maintain the assigned ambulance, equipment, communication systems, attend required training and classes, and perform other non-safety duties as required. If approved, Fire Services plan to recruit four (4) positions to staff the BLS ambulance from June 1st, 2024, through September 1st, 2024. The proposed hourly rate of the temporary EMT will range between \$18.19 to \$24.38 per hour.

Above amendments will not result in a change in number of FTEs, as a result, the PACP will continue to reflect a total of 253.00 authorized positions.

FISCAL IMPACT:

There is a sufficient budget allocated for the proposed change in FY 2023-24 and FY 2024-25 Fire Services Temp/Seasonal Wages budget (100251-7014). It is also estimated that the BLS unit will generate approximately \$31,000 in additional ambulance transport revenue.

ALTERNATIVE:

City Council may choose to not adopt the Resolution and direct staff to take different actions.

CALIFORNIA ENVIRONMENTAL QUALITY ACT:

Not Applicable.

PUBLIC NOTICE:

No notice required.

ATTACHMENTS:

1. Resolution No. 2024-25 and Exhibit A

Submitted By: Administrative Services Department / John Kim