



**CITY OF HAWAIIAN GARDENS  
CITY COUNCIL  
STAFF REPORT**

Agenda Item #{{section.number}}{{item.number}}

**DATE:** December 11, 2024

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Ernesto Marquez, City Manager

**BY:** Megan Garibaldi, City Attorney  
Shauna Amon, Labor Attorney

**RECOMMENDATION:**

RECOMMENDATION TO ADOPT RESOLUTION NO. 041-2024 A RESOLUTION ADOPTING A REVISED SALARY SCHEDULE FOR EMPLOYEES WITHIN THE AMERICAN FEDERATION OF THE STATE, COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO, LOCAL 3624, COUNCIL 36, RANK AND FILE UNIT RANK & FILE UNIT

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**SUMMARY**

In 2024, the City undertook a Class and Compensation Study as to all City employees. Based upon the data collected by the City's consultant, the consultant has recommended revisions to the City's current salary schedule to be more in line with market conditions so that the City can remain competitive.

The City Council has established salaries, benefits and terms and conditions of employment for all City employees, including those within the American Federation Of State, County, And Municipal Employees AFL-CIO, Local 3624, Council 36, Rank And File Unit ("AFSCME"). In 2024, the City undertook a Class and Compensation Study by retaining the Public Sector Personnel Consultants to conduct this study. Based upon the data collected, reviewed and analyzed by the City's consultant, certain changes to the City's salary schedule were proposed by the consultant in order to be more in line with market conditions. The City seeks to implement these recommendations in a revised salary schedule, applicable to AFSCME.

**SUGGESTED ACTION**

Approve Recommendation.

**ATTACHMENTS**

- A. Resolution No. 041-2024 Approving the Salary Schedule As a Result of the Class and Compensation Schedule
- B. Salary Schedule Parallel Before and After Class and Comp