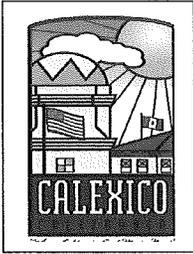


**AGENDA
ITEM**

8



AGENDA STAFF REPORT

DATE: April 17, 2019

TO: Mayor Pacheco and Council Members

APPROVED BY: David Dale, City Manager *DD*

PREPARED BY: Denise Garcia HR/RM Manager *Denise Garcia*

SUBJECT: Adopt a Resolution Approving a Job Description and Setting Forth a Pay Range for the Position of City Clerk

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Recommendation:

Adopt the attached Resolution to approve a job description and set forth a pay range for the City Clerk.

Background:

There is not an approved job description or salary schedule for the position of City Clerk currently on file. For auditing purposes and to reduce exposure to liability it is necessary for City Council to formally approve all job descriptions and salary ranges.

Discussion & Analysis:

Having approved and accurate job descriptions provides employees with a clear understanding of their duties and responsibilities. This will also allow supervisory staff to set performance measures and organize accountability within the position, easing the completion of annual evaluations. Establishing a pay range in accordance with the current fiscal year budget is necessary to control and determine available salary funds.

Fiscal Impact:

None. Amount previously budgeted for the 2018-19 fiscal year.

Coordinated With:

City Manager, Finance Department, and Human Resources

Attachments:

Exhibit A City Clerk Job Description
Exhibit B City Clerk Salary Range
Exhibit C Resolution Approving a Job Description and Setting Forth a Pay Range for the Position of City Clerk



EXHIBIT "A"

CITY OF CALEXICO JOB DESCRIPTION

CLASS TITLE: CITY CLERK

HOURLY: G-51, \$33.92 - \$41.23

BASIC FUNCTION:

Under the administrative direction and supervision of the City Manager perform a variety of complex secretarial and administrative duties to relieve the City Manager and City Council of a variety of administrative and clerical details; attend City Council and various other meetings; prepare related agenda items and minutes in accordance with legal requirements of the City Clerk's Office; plan, coordinate, and organize office activities and coordinate communications, meetings and information for the City Manager and the City Council.

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES

Develops, implements, and maintains the City Clerk Department goals, objectives, priorities, policies, procedures and work plan; ensures that established goals and priorities are achieved.

Perform a variety of complex secretarial and administrative assistant duties to relieve the City Manager and City Council of a variety of administrative and clerical details; serve as a primary secretary to the City Council; plan, coordinate, and organize office activities and the flow of communications; assure smooth and efficient office operations and assist other professional staff as assigned.

Provide specialized administrative support to the City Council; attend City Council meetings and a variety of other meetings; Under general direction from the City Manager and the City Council, compile information and prepare, assemble and distribute agenda items and other materials for City Council, Planning Commission and various other meetings; record, transcribe and distribute minutes; provide assistance in order to process Council actions in the form of resolutions and ordinances.

Receive, screen and route phone calls; greet and assist visitors; refer callers or visitors to appropriate staff, administrator, official or department; take and relay messages; respond to requests, complaints and questions from officials, administrators, staff, outside agencies and the public, representing the City by phone or written communication; exercise independent judgment in resolving a variety of complex issues and conflicts.

Coordinate communications, public relations and information for the City Manager and City Council; respond to inquiries, and research, interpret and provide detailed and technical information concerning City operations, activities, services, schedules, meetings, events, standards, requirements and related laws, codes, ordinances, resolutions, regulations, policies, and procedures.

Research, analyze and prepare information on a variety of topics for dissemination to the public

through the media, conference presentations, community meetings, and City literature; coordinate efforts with City departments, government agencies and vendors.

Organize and coordinate office functions, activities and communications with departmental and City staff as well as citizens and community, businesses and organizations.

Train and evaluate the performance of assigned staff; interview and select employees and recommend transfers, reassignment, termination and disciplinary actions; assign employee duties and review work for accuracy; completeness and compliance with established requirements; prepare time cards for administration staff as directed.

Compile information and prepare and maintain a variety of detailed and complex lists, records, reports and files related to meetings, minutes, agendas, claims, and assigned duties; establish and maintain filing systems; prepare and distribute weekly reports.

Operate a variety of office equipment including a calculator, copier, fax machine, typewriter, computer and assigned software; drive a vehicle to conduct work.

Participate in the development of new and improved programs, systems and procedures as a result of new policies, directives or routine research and analysis as requested; assist with implementation after approval.

Schedule and arrange meetings, conferences and travel details for the City Council; reserve facilities, lodging, and transportation as necessary.

Receive, sort, screen, open and route incoming correspondence for City Council; review and determine priority of incoming mail; compose replies independently or from oral direction.

Oversees the City's Records Retention Schedule and coordinates for storage and destruction of municipal records accordingly.

Ensures accurate and timely codification of City ordinances and routine updates to the Calexico Municipal Code.

Administers oaths or affirmations; certifies authenticity of municipal corporate documents for public officials, governmental agencies, courts, and the general public, including ordinances, resolutions, agreements, deeds, and other official documents.

Works closely with purchasing staff to ensure compliance with City policy and applicable federal and state laws regarding soliciting City quotations, bids, and proposals, evaluating and awarding City contracts, and approving City purchases and contract agreements.

Ensures compliance with, and advises management and employees regarding the Brown Act, Election Code, Political Reform Act, and Public Records Act.

Plans and directs the conduct of municipal elections.

OTHER DUTIES:

Maintain and update the City's website and other social media platforms on a routine basis.

Perform related duties as assigned.

KNOWLEDGE OF:

Functions and operations of an administrative office.
City organization, operations, policies and objectives related to the functioning of local government legislative body.
Policies and objectives of assigned programs and activities.
Applicable laws, codes, regulations, policies and procedures.
Modern office practice, procedures, equipment and software.
Record-keeping and filing techniques.
Correct English usage, grammar, spelling, punctuation and vocabulary.
Telephone techniques and etiquette.
Oral and written communication skills.
Data control procedures and data entry operations.
Interpersonal skills using tact, patience and courtesy.
Principles and practices of supervision and training.
Methods of collecting and organizing data and information.
Business letter and report writing, editing, and proofreading.
Operation of a computer and assigned software.
Local Election Codes and requirements
Public relations techniques.

ABILITY TO:

Perform a variety of complex secretarial and administrative assistant duties to relieve the City Manager and City Council of a variety of administrative and clerical details.
Plan, coordinate and organize office activities and coordinate communications, meetings and information for the City Manager and City Council.
Prepare, assemble, complete and distribute agenda items and other materials for meetings.
Interpret, apply and explain laws, codes, ordinances, regulations, policies and procedures.
Organize complex material and summarize discussions and actions taken in report form.
Compile and prepare comprehensive reports concerning a broad spectrum of subject matter.
Compose effective correspondence independently.
Maintain a variety of complex and confidential files and records.
Train and evaluate the performance of assigned personnel.
Understand and resolve complex issues, complaints or problems.
Type or input data at an acceptable rate of speed.
Take and transcribe dictation at an acceptable rate of speed.
Analyze situations accurately and adopt an effective course of action.
Operate a variety of office equipment including a computer and assigned software.
Plan and organize work in an efficient manner
Prioritize and complete work with many interruptions.
Work independently with little direction.
Communicate effectively both orally and in writing.
Establish and maintain cooperative and effective working relationships with others.

EDUCATION AND EXPERIENCE:

Education and/or Experience:

Any combination of education and experience that has provided the knowledge, skills, and abilities necessary for a City Clerk. A typical way of obtaining the required qualifications is to possess the equivalent of five years of increasingly responsible administrative experience in a city clerk's office supplemented by college level course work in business, secretarial science or a related field. A bachelor's degree in business administration, public administration, or closely related field is desirable.

License/Certificate:

Possession of, or the ability to obtain, a valid Class C California driver's license is required. Possession of an International Institute of Municipal Clerks designation as a Certified Municipal Clerk (CMC) or Master Municipal Clerk (MMC) is desirable.

WORKING CONDITIONS:

ENVIRONMENT:

Office environment
Constant interruptions
Driving a vehicle to conduct work.

PHYSICAL DEMANDS:

Dexterity of hands and fingers to operate a computer keyboard.
Hearing and speaking to exchange information in person and on the telephone.
Sitting or standing for extended periods of time.
Seeing to read a variety of materials.
Bending at the waist, kneeling or crouching to file materials.
Frequent lifting and moving boxes containing municipal records.
Reaching overhead, above the shoulders and horizontally.

EXHIBIT "B"

CITY OF CALEXICO SALARY SCHEDULE

	Hourly	33.923	35.619	37.400	39.270	41.234	
	Pay Period	2,714	2,850	2,992	3,142	3,299	
Clerk	G-51 Monthly	5,880	6,174	6,483	6,807	7,147	Proposed City – G51, Step 1; Overtime,
	Annual	70,560	74,088	77,792	81,682	85,766	

stipends, confidential pay, special assignment pay not included.

SALARY SCHEDULE AMENDMENT: CITY CLERK

ADOPTED: 4/17/19

RESOLUTION: 2019 Approving a Job Description and Setting Forth a Pay Range for the Position of City Clerk

EXHIBIT "C"

RESOLUTION 2019-_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALEXICO ADOPTING A JOB DESCRIPTION AND SETTING FORTH A PAY RANGE FOR THE POSITION OF CITY CLERK

WHEREAS, Council approved the position of City Clerk with the adoption of the City's Fiscal Year 2018-19 operating budget; and

WHEREAS, Council wishes to further set forth and adopt an official job description and pay range for the City Clerk;

NOW THEREFORE, be it resolved, determined, and ordered by the City Council of the City of Calexico:

- Section 1. A copy of the City Clerk job description is marked Exhibit A and is made a part hereof as if fully written herein.
- Section 2. It is the discretion of the City Council of the City of Calexico to fill the position within the pay guidelines established from time to time by Council by resolution, initially set forth as Range G-51, \$33.92 - \$41.23 per hour, payable at the time of the regular pay schedule for employees of the City.
- Section 3. The City Clerk position will be an unrepresented, Exempt Employee.
- Section 4. All prior resolution(s) or any part thereof, which is(are) inconsistent with this resolution is(are) hereby repealed as to the inconsistent part(s) thereof and the remainder of said resolution(s) not inconsistent with this resolution shall remain in full force and effect.

PASSED, ADOPTED and APPROVED this 17th day of April 2019, by the City Council of the City of Calexico.

Mayor

Reviewed and Approved as to form
City Attorney

Attest:

City Clerk