

RESOLUTION NO. 2021-

Resolution No. 2021- Approving the Addition of New Staff Positions to the City's Workforce, Establishing the New Position of Emergency Manager and Amend the Fiscal Year 2021-22 Budget Accordingly

WHEREAS, the City of San Marcos has typically attempted to maintain its workforce level at a number that provides high quality customer service, efficient responses to internal and external inputs while at the same time maintaining costs at as low a level as possible; and

WHEREAS, since 2018, the number of employees making up the total City workforce has declined by 8% overall and by 9% regarding positions funded by the General Fund; and

WHEREAS, during the past year, the number of authorized positions attributable to the General Fund has dropped from 214 to 198; and

WHEREAS, this drop coincides with the ongoing COVID-19 pandemic and the impacts that it has had on the City's budget; and

WHEREAS, these reductions in staff occurred while the City continued to grow at a robust rate, the regulatory environment imposed on the City by the State of California continues to expand and become more time consuming to address, normal business demands continue to grow and the City takes on key, long term projects including but not limited to its General Plan Update, Public Facilities Fee Update and Climate Action Plan Implementation; and

WHEREAS, while some of the work that those now non-authorized positions either been performed by non-staff resources, assigned to other staff or simply no longer undertaken, the rapid decline in staffing levels is causing inefficiencies and delays in some city work; and

WHEREAS, in addition to those former positions that are no longer authorized, the City has analyzed its needs in the area of Emergency Management and has concluded that the establishment of a new position titled Emergency Manager be established and contained within the Fire Department; and

WHEREAS, the addition of these positions will have an impact on the adopted Fiscal Year (FY) 2021-22 budget and said budget needs to be amended to include these projected additional costs.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of San Marcos does hereby authorize the following positions be established and added to the city's workforce and amend the FY 2021-22 budget to appropriate the projected additional costs totaling \$484,238 for the following positions:

- 1) City Clerk Department - Add one Senior Office Specialist
- 2) Public Works Department - Add one Public Works Manager – Parks
- 3) Development Services Department - Add one Senior Planner and One Management Analyst/Senior Management Analyst
- 4) Fire Department – Add one Emergency Manager

PASSED, APPROVED and ADOPTED by the City Council of the City of San Marcos, California, this 12th day of October, 2021, by the following vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:

Rebecca D. Jones, Mayor
City of San Marcos

ATTEST:

Phillip Scollick, City Clerk
City of San Marcos