



REPORT TO MAYOR AND CITY COUNCIL

AGENDA ITEM

TO: THE HONORABLE MAYOR
AND CITY COUNCIL

DATE: January 27, 2009

SUBJECT: Salary Range Adjustments

Report in Brief

A compensation study surveying the City's benchmark cities was completed for the Police Chief and Director of Parks and Recreation. This study was initiated to address compensation issues specific to those positions.

Staff recommends that the salary ranges for the Police Chief and Director of Parks and Recreation be adjusted 7 percent and 4 percent, respectively.

Background

The City is in the process of changing from a Senior Management Collective Bargaining Agreement to individual employment agreements for senior management staff. During this process, there was concern that salary ranges for two positions described herein may be inconsistent with comparable positions at the City's benchmark cities (Davis, Lodi, Manteca, Rocklin, Turlock, West Sacramento, and Yuba City). Similar concerns were not identified for the remaining Senior Management positions.

Discussion

A compensation study surveying the City's benchmark cities was completed for the Police Chief and Director of Parks and Recreation. It is recommended that the salary range for the Police Chief and Director of Parks and Recreation be increased by 7 percent and 4 percent, respectively. The salary range for the Police Chief would be adjusted from \$9,473 - \$12,358 to \$10,136 - \$13,223. The salary range for the Director of Parks and Recreation would be adjusted from \$8,566 - \$10,997 to \$8,909 - \$11,437.

It is important for the City Council to note that an increase in the compensation of the current incumbents will be based on their performance in a manner that is consistent with Council approved compensation policy for Senior Staff.

Fiscal Impact

The adjustment of the salary schedule would result in an impact to the general fund of \$15,660 per year (\$10,381 Police Chief and \$5,279 Director of Parks and Recreation) based on the compensation being awarded at the top step.

Recommendation for Action

Staff recommends that the salary ranges for the Police Chief and Director of Parks and Recreation be adjusted 7 percent and 4 percent, respectively.

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09 Salary Adjustment Data Police Chief and Parks Director

Police Chief	current	\$9,473.00	\$12,358.00
	7%	\$10,136.11	\$13,223.06
monthly impact		\$663.11	\$865.06
annual impact		\$7,957.32	\$10,380.72

Parks Director	current	\$8,566.00	\$10,997.00
	4%	\$8,908.64	\$11,436.88
monthly impact		\$342.64	\$439.88
annual impact		\$4,111.68	\$5,278.56

total annual impact			\$15,659.28
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