



**CITY OF LODI
COUNCIL COMMUNICATION**

AGENDA TITLE: Adopt Resolution Approving a Five Percent Pay Increase for the Community Development Director Position

MEETING DATE: July 16, 2008

PREPARED BY: City Manager

RECOMMENDED ACTION: Adopt Resolution approving a five percent (5%) pay increase for the community Development Director.

BACKGROUND INFORMATION: The City recently concluded recruitment for the Community Development Director position. Those candidates rated the highest in terms of qualifications and experience were invited to interview before two panels comprised of current Community Development Directors and interested citizens, including two members of the City Council. Upon the conclusion of the interviews, and partially based upon the recommendations of the interview panels, no candidate was selected to fill the vacant position.

Subsequent to the recruitment and interviews, a survey, using the city's "typical" survey cities, was conducted of Community Development Director salaries. Using base salary alone, Lodi's Community Development Director compensation is 18.6 percent less than the surveyed mean average.

It is the City Manager's intention to re-recruit for the position. It is assumed that the city's current compensation depressed applicant interest. It is proposed to increase the advertised salary by five percent. The new salary would range from a low of \$9,848 to a high of \$11,916.

Although a strong case could be made for an increase greater than five percent, (even with the increase the base salary will be 13.6 percent lower than the average mean), and some might say that the proposed increase is too small to generate a more qualified applicant pool, pay equity within the executive management ranks prevents a greater increase. A five percent increase for the Community Development Director will set this position's compensation approximately \$5,775 higher than that of the Police Chief or Public Works Director. In brief, relationships between executive management cannot tolerate an increase of more than five percent without a comprehensive adjustment of all management salaries, and timing in relationship to the economy and labor negotiations do not support a review of executive management salaries at this time.

APPROVED: Blair King
Blair King, City Manager

Therefore, as a compromise between no change to base compensation and compensation that would be very competitive but be much higher than other positions in the city, it is recommended that the salary for the Community Development Director be increased by five percent.

It is the Manager's intention to begin the recruitment process as soon as possible

FISCAL IMPACT: The total all-in cost of a five percent increase in salary plus benefits at the high end is approximately \$12,000.


Blair King
City Manager

RESOLUTION NO. 2008-_____

DRAFT

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING FIVE PERCENT PAY INCREASE FOR
COMMUNITY DEVELOPMENT DIRECTOR POSITION

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BE IT RESOLVED, that the Lodi City Council hereby approves a five percent (5%) pay increase for the Community Development Director position.

Dated: July 16, 2008

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I hereby certify that Resolution No. 2008-_____ was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 16, 2008, by the following vote:

- AYES: COUNCIL MEMBERS -
- NOES: COUNCIL MEMBERS -
- ABSENT: COUNCIL MEMBERS -
- ABSTAIN: COUNCIL MEMBERS -

RANDI JOHL
City Clerk