

CITY COUNCIL MEETING  
AUGUST 7, 1985

CONTRACT RENEWAL  
WITH LEONARD J.  
RUSSO, INC. FOR  
WORKER'S  
COMPENSATION  
CLAIMS  
ADMINISTRATION

CC6  
CC34  
CC2/C  
Pg. 497

Council approved the renewal of the contract with Leonard J. Russo, Inc. for claims administration services for the City's Workers Compensation Program for 1985 - 86 at a fee of \$25,599 for 171 new claims incurred and a fee of \$149.70 for each new fee in excess of 171.

CITY COUNCIL MEETING  
AUGUST 7, 1985

MANAGEMENT SALARIES

RES.NO.85-106

Following introduction of the matter, Council, on motion of Mayor Pro Tempore Reid, Olson second, adopted Resolution No. 85-106 establishing amended monthly salary ranges for the various Department Heads effective July 1, 1985 and December 30, 1985 as follows: These ranges include salary and pension.

	7/1/85	12/30/85
Assistant City Manager	\$3471-4243	\$3558-4348
Community Development Director	\$3590-4388	\$3680-4498
Finance Director	\$3437-4201	\$3524-4307
Fire Chief	\$3747-4579	\$3840-4694
Police Chief	\$3958-4838	\$4057-4959
Parks and Recreation Director	\$3135-3831	\$3214-3928
Public Works Director	\$3968-4850	\$4067-4971
Utility Director	\$3968-4850	\$4067-4971
Administrative Assistant	\$2223-2717	\$2279-2785
Community Relations Assistant	\$2069-2529	\$2120-2592

APPOINTEES  
SALARIES

RES.NO.85-107

cc134  
Pg. 508

Further, Council, on motion of Council Member Olson, Reid second, adopted Resolution No. 85-107 setting he monthly salary for its appointees effective July 1, 1985 and December 30, 1985 as follows: These amounts include salary, pension, deferred compensation, and applicable car allowance.

	7/1/85	12/30/85
City Manager	\$5,155	Not established by Council at this time
City Clerk	\$2,842	\$2,913
City Attorney	\$4,834	\$4,955

# COUNCIL COMMUNICATION

TO: THE CITY COUNCIL

DATE

NO.

FROM: THE CITY MANAGER'S OFFICE

August 7, 1985

SUBJECT: MANAGEMENT COMPENSATION

RECOMMENDED ACTION:

That the City Council review the management compensation data previously distributed and take action as deemed appropriate.

BACKGROUND INFORMATION: At its regular adjourned meeting of July 24, 1985 the City Council considered data associated with management compensation adjustments. At that time the Council directed that this item be scheduled for the Council study session of July 30, 1985, at which time the matter was discussed in detail. It has been placed on this agenda in the event the City Council wishes to take action at this time.

Attached, as requested, is a copy of a revised format that, hopefully, provides a clearer presentation of the data.

Respectfully submitted,



Thomas A. Peterson  
City Manager

RESOLUTION NO.

RESOLUTION GRANTING INCREASES FOR SALARY RANGES  
FOR CERTAIN UNCLASSIFIED PERSONNEL

RESOLVED, by the City Council of the City of Lodi that the following monthly salary ranges for unclassified personnel are hereby established effective July 1, 1985:

	<u>RANGE</u>	Per month
Assistant City Manager	\$	" "
Community Development Director	\$	" "
Fire Chief	\$	" "
Finance Director	\$	" "
Police Chief	\$	" "
Public Works Director	\$	" "
Recreation & Parks Director	\$	" "
Utility Director	\$	" "
Administrative Assistant	\$	" "
Community Relations Assistant	\$	" "

Dated:

I hereby certify that Resolution No. \_\_\_\_\_ was passed and adopted by the City Council of the City of Lodi in a regular meeting held \_\_\_\_\_ by the following vote:

Ayes: Council Members -

Noes: Council Members -

Absent: Council Members -

Alice M. Reimche  
City Clerk

RESOLUTION NO.

RESOLUTION GRANTING SALARY INCREASES FOR COUNCIL APPOINTEES

RESOLVED, by the City Council of the City of Lodi that the following monthly salary for certain appointed personnel is hereby established effective July 1, 1985:

City Attorney	\$	(includes \$150.00 automobile allowance)
City Clerk	\$	
City Manager	\$	

Dated:

I hereby certify that Resolution No. \_\_\_\_\_ was passed and adopted by the City Council of the City of Lodi in a regular meeting held \_\_\_\_\_ by the following vote:

Ayes: Council Members -  
Noes: Council Members -  
Absent: Council Members -

Alice M. Reinche  
City Clerk

CITY MANAGER1985

Merced	\$6,686	San Bruno	\$5,075
Santa Maria	6,302	Belmont	5,042
Newark	6,294	San Rafael	5,000
Rohnert Park	5,972	Davis	4,931
Lompoc	5,917	Pittsburg	4,926
Milpitas	5,872	Campbell	4,884
Pleasanton	5,794	Novato	4,850
Martinez	5,788	Antioch	4,845
Cupertino	5,598		
Pleasant Hill	5,543	LODI	4,840
Chico	5,502		
Monterey	5,425	San Carlos	4,815
Los Gatos	5,350	Roseville	4,807
Burlingame	5,341	Saratoga	4,783
Union City	5,275	Turlock	4,776
Pacifica	5,273	Manteca	4,757
Los Altos	5,232	Seaside	4,728
Redding	5,223	Petaluma	4,583
Vacaville	5,199	San Luis Obispo	4,574
Menlo Park	5,085	Santa Cruz	4,567
Clovis	5,077	Marina	4,438
		Woodland	4,405
		Mean	5,214
		Median	5,142
		Mid-Quartile Mean	5,117

ASSISTANT CITY MANAGER1985

Newark	\$5,865	Mean	\$3,980
Santa Maria	5,166	Median	3,853
Monterey	4,263	Mid-Quartile Mean	3,848
Chico	4,195		
Union City	4,163		
Los Gatos	4,057		
Pittsburg	3,992		
Campbell	3,917		
San Carlos	3,884		
San Rafael	3,821		
<u>LODI</u>	3,796		
Lompoc	3,700		
Rohnert Park	3,698		
Davis	3,686		
Vacaville	3,586		
Novato	3,525		
Santa Cruz	3,510		
Petaluma	3,370		
San Luis Obispo	3,250		

CITY ATTORNEY

1985

Merced	\$5,248
Burlingame	5,149
Los Gatos	4,916
Monterey	4,794
Pleasant Hill	4,703
Redding	4,665
Chico	4,583
Pleasanton	4,548
Antioch	4,509
Davis	4,310
<u>LODI</u>	4,445
Roseville	4,292
Mean	4,702
Median	4,665
Mid-Quartile Mean	4,634

CITY CLERK

1985

Newark	\$4,846
Santa Cruz	3,257
Menlo Park	3,212
San Bruno	3,006
Cupertino	2,915
Chico	2,842
San Rafael	2,815
San Carlos	2,746
San Luis Obispo	2,678
Monterey	2,675
<u>LODI</u>	2,658
Roseville	2,603
Merced	2,379
Seaside	2,128
Petaluma	1,933
Novato	1,800
Mean	2,789
Median	2,746
Mid-Quartile Mean	2,753

COMMUNITY DEVELOPMENT DIRECTOR

1985

Menlo Park	\$5,299	Clovis	\$3,707
Santa Maria	5,040	Union City	3,609
Pleasant Hill	4,633	Lompoc	3,518
Burlingame	4,446	Manteca	3,471
Redding	4,435	Woodland	3,448
Monterey	4,414	Turlock	3,232
San Rafael	4,359	Petaluma	3,050
Saratoga	4,329	Chico	2,893
San Bruno	4,317	San Carlos	2,841
Cupertino	4,310		
Los Altos	4,299	Mean	3,958
Santa Cruz	4,154	Median	3,918
Vacaville	4,077	Mid-Quartile Mean	3,980
Pleasanton	4,062		
Seaside	4,035		
Pittsburg	3,918		
San Luis Obispo	3,910		
<u>LODI</u>	3,890		
Antioch	3,852		
Davis	3,835		
Campbell	3,794		
Belmont	3,715		
Novato	3,709		

FINANCE DIRECTOR

1985

Santa Maria	\$5,297	Roseville	\$3,663
Vacaville	4,599	Pittsburg	3,650
San Bruno	4,430	Merced	3,638
Monterey	4,264	Clovis	3,619
Los Altos	4,139	San Luis Obispo	3,400
Burlingame	4,111	Turlock	3,394
Milpitas	4,075	Petaluma	3,370
Union City	4,019	Redding	3,223
Saratoga	4,009	Seaside	3,223
Cupertino	3,970		
Pleasant Hill	3,907	Mean	3,859
San Rafael	3,891	Median	3,800
San Carlos	3,884	Mid-Quartile Mean	3,810
Marina	3,819		
Manteca	3,806		
Campbell	3,794		
Martinez	3,789		
Chico	3,711		
Antioch	3,695		
<u>LODI</u>	3,694		
Santa Cruz	3,688		
Davis	3,686		

FIRE CHIEF

1985

San Bruno	\$4,750	Manteca	\$3,713
Pleasanton	4,742	Roseville	3,627
Milpitas	4,685	Woodland	3,547
Los Altos	4,634	Seaside	3,443
Santa Maria	4,572	Marina	3,290
Vacaville	4,509	Petaluma	3,111
Belmont	4,400		
Monterey	4,365	Mean	4,064
San Rafael	4,359	Median	4,088
Campbell	4,264	Mid-Quartile Mean	4,073
Clovis	4,206		
San Luis Obispo	4,200		
Burlingame	4,173		
Redding	4,093		
Union City	4,082		
Merced	4,011		
Turlock	3,999		
<u>LODI</u>	3,988		
Newark	3,886		
Chico	3,881		
Davis	3,755		
Lompoc	3,749		
Santa Cruz	3,739		

POLICE CHIEF

1985

Santa Maria	\$5,338	Antioch	\$4,168
Menlo Park	5,282		
Martinez	4,898	<u>LODI</u>	4,102
Vacaville	4,844		
Milpitas	4,772	Santa Cruz	4,100
Pleasant Hill	4,763	Davis	4,083
San Bruno	4,750	Lompoc	4,080
Monterey	4,742	Seaside	4,036
Burlingame	4,733	Merced	3,932
Los Altos	4,634	Manteca	3,908
Newark	4,588	Petaluma	3,879
Los Gatos	4,505	Woodland	3,849
Union City	4,451	Pittsburg	3,840
San Rafael	4,359	Turlock	3,819
San Carlos	4,313	Marina	3,791
Redding	4,313	Roseville	3,716
Campbell	4,311		
Novato	4,294		
Belmont	4,290	Mean	4,343
Chico	4,270	Median	4,292
Rohnert Park	4,252	Mid-Quartile Mean	4,302
Clovis	4,227		
San Luis Obispo	4,200		

PARKS AND RECREATION DIRECTOR

1985

Santa Maria	\$4,386
Monterey	4,098
Menlo Park	4,041
Merced	4,030
Union City	4,019
Vacaville	3,791
Manteca	3,541
Redding	3,534
Santa Cruz	3,510
<u>LODI</u>	3,493
San Luis Obispo	3,474
Lompoc	3,363
Roseville	3,241
Petaluma	3,240
Seaside	3,151
Davis	3,117
Martinez	2,948
Woodland	2,926
Turlock	2,659
Mean	3,504
Median	3,492
Mid-Quartile Mean	3,475

PUBLIC WORKS DIRECTOR

1985

Burlingame	\$5,050	Campbell	\$4,247
Santa Maria	5,040	Roseville	4,241
Newark	4,965	Santa Cruz	4,154
San Bruno	4,962	San Luis Obispo	4,010
Rohnert Park	4,907	Davis	3,992
Menlo Park	4,893	Petaluma	3,985
Pleasanton	4,866	Lompoc	3,919
Redding	4,662	Pittsburg	3,840
Vacaville	4,662	Woodland	3,836
Belmont	4,640	Saratoga	3,798
Union City	4,522	Marina	3,721
Monterey	4,515		
Chico	4,484		
San Rafael	4,455	Mean	4,401
Clovis	4,399	Median	4,381
Antioch	4,389	Mid-Quartile Mean	4,398
Pleasant Hill	4,373		
Martinez	4,368		
Seaside	4,319		
San Carlos	4,313		
Manteca	4,289		
<u>LODI</u>	4,278		

Amended

RESOLUTION NO. 85-95

RESOLUTION ADJUSTING SALARIES FOR MID-MANAGEMENT  
POSITIONS IN THE CITY OF LODI UTILITY DEPARTMENT

RESOLVED, that the City Council of the City of Lodi does hereby amend Resolution No. 85-75 thereby amending salaries for Mid-Management positions in the City of Lodi Utility Department as follows.

BI-WEEKLY SALARIES

	A	B	C	D	E
Assistant Utility Director	\$1543.20	\$1620.80	\$1702.40	\$1788.00	\$1877.60
Electrical Engineer	\$1434.40	\$1506.40	\$1582.40	\$1661.60	\$1744.80
Utility Supervisor	\$1367.20	\$1436.00	\$1508.00	\$1584.00	\$1663.20
Utility Data Analyst	\$1062.40	\$1116.00	\$1172.00	\$1231.20	\$1292.80

Dated: July 24, 1985

I hereby certify that Resolution No. 85-95 was passed and adopted by the City Council of the City of Lodi in an Adjourned Regular Meeting held July 24, 1985 by the following vote:

AYES: Council Members - Olson, Pinkerton, Reid, Snider,  
and Hinchman (Mayor)

NOES: Council Members - None

ABSENT: Council Members - None

ATTEST:

*Alice M. Reimche*  
ALICE M REIMCHE  
City Clerk

File  
J/11-8/7

RESOLUTION NO. 85-107

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LODI  
SETTING THE MONTHLY SALARY FOR ITS APPOINTEES  
EFFECTIVE JULY 1, 1985 AND DECEMBER 30, 1985

RESOLVED, that the City Council of the City of Lodi does hereby set the monthly salary for its appointees effective July 1, 1985 and December 30, 1985 as follows: These amounts include salary, pension, deferred compensation and applicable car allowance.

APPOINTEE	7/1/85	12/30/85
City Manager	\$5,155	Not established by Council at this time
City Clerk	\$2,842	\$2,913
City Attorney	\$4,834	\$4,955

Dated: August 7, 1985

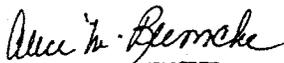
I hereby certify that Resolution No. 85-107 was passed and adopted by the City Council of the City of Lodi in a Regular Meeting held August 7, 1985 by the following vote:

AYES: Council Members - Olson, Pinkerton, Reid, Snider, and Hinchman (Mayor)

NOES: Council Members - None

ABSENT: Council Members - None

ATTEST:

  
ALICE M. REIMCHE  
City Clerk

RESOLUTION NO. 85-106

RESOLUTION GRANTING INCREASES FOR SALARY RANGES  
FOR CERTAIN UNCLASSIFIED PERSONNEL  
EFFECTIVE JULY 1, 1985 AND DECEMBER 30, 1985

RESOLVED, by the City Council of the City of Lodi that the following monthly salaries ranges for unclassified personnel are hereby established effective July 1, 1985 and December 30, 1985: These ranges include salary and pension.

TITLE	7/1/85	12/30/85
Assistant City Manager	\$3471-4243	\$3558-4348
Community Development Director	\$3590-4388	\$3680-4498
Finance Director	\$3437-4201	\$3524-4307
Fire Chief	\$3747-4579	\$3840-4694
Police Chief	\$3958-4838	\$4057-4959
Parks and Recreation Director	\$3135-3831	\$3214-3928
Public Works Director	\$3968-4850	\$4067-4971
Utility Director	\$3968-4850	\$4067-4971
Administrative Assistant	\$2223-2717	\$2279-2785
Community Relations Assistant	\$2069-2529	\$2120-2592

Dated: August 7, 1985

I hereby certify that Resolution No. 85-106 was passed and adopted by the City Council of the City of Lodi in a Regular Meeting held August 7, 1985 by the following vote:

AYES: Council Members - Olson, Pinkerton, Reid,  
Snider, and Hinchman (Mayor)

NOES: Council Members - None

ABSENT: Council Members - None

ATTEST:

*Alice M. Reinche*  
ALICE M. REINCHE  
City Clerk



CITY MANAGER1985

Merced	\$6,686	San Bruno	\$5,075
Santa Maria	6,302	Belmont	5,042
Newark	6,294	San Rafael	5,000
Rohnert Park	5,972	Davis	4,931
Lompoc	5,917	Pittsburg	4,926
Milpitas	5,872	Campbell	4,884
Pleasanton	5,794	Novato	4,850
Martinez	5,788	Antioch	4,845
Cupertino	5,598		
Pleasant Hill	5,543	LODI	4,840
Chico	5,502		
Monterey	5,425	San Carlos	4,815
Los Gatos	5,350	Roseville	4,807
Burlingame	5,341	Saratoga	4,783
Union City	5,275	Turlock	4,776
Pacifica	5,273	Manteca	4,757
Los Altos	5,232	Seaside	4,728
Redding	5,223	Petaluma	4,583
Vacaville	5,199	San Luis Obispo	4,574
Menlo Park	5,085	Santa Cruz	4,567
Clovis	5,077	Marina	4,438
		Woodland	4,405
		Mean	5,214
		Median	5,142
		Mid-Quartile Mean	5,117

ASSISTANT CITY MANAGER1985

Newark	\$5,865	Mean	\$3,980
Santa Maria	5,166	Median	3,853
Monterey	4,263	Mid-Quartile Mean	3,848
Chico	4,195		
Union City	4,163		
Los Gatos	4,057		
Pittsburg	3,992		
Campbell	3,917		
San Carlos	3,884		
San Rafael	3,821		
<u>LODI</u>	3,796		
Lompoc	3,700		
Rohnert Park	3,698		
Davis	3,686		
Vacaville	3,586		
Novato	3,525		
Santa Cruz	3,510		
Petaluma	3,370		
San Luis Obispo	3,250		

CITY ATTORNEY

1985

Merced	\$5,248
Burlingame	5,149
Los Gatos	4,916
Monterey	4,794
Pleasant Hill	4,703
Redding	4,665
Chico	4,583
Pleasanton	4,548
Antioch	4,509
Davis	4,310
<u>LODI</u>	4,445
Roseville	4,292
Mean	4,702
Median	4,665
Mid-Quartile Mean	4,634

CITY CLERK

1985

Newark	\$4,846
Santa Cruz	3,257
Menlo Park	3,212
San Bruno	3,006
Cupertino	2,915
Chico	2,842
San Rafael	2,815
San Carlos	2,746
San Luis Obispo	2,678
Monterey	2,675
<u>LODI</u>	2,658
Roseville	2,603
Merced	2,379
Seaside	2,128
Petaluma	1,933
Novato	1,800
Mean	2,789
Median	2,746
Mid-Quartile Mean	2,753

COMMUNITY DEVELOPMENT DIRECTOR

1985

Menlo Park	\$5,299	Clovis	\$3,707
Santa Maria	5,040	Union City	3,609
Pleasant Hill	4,633	Lompoc	3,518
Burlingame	4,446	Manteca	3,471
Redding	4,435	Woodland	3,448
Monterey	4,414	Turlock	3,232
San Rafael	4,359	Petaluma	3,050
Saratoga	4,329	Chico	2,893
San Bruno	4,317	San Carlos	2,841
Cupertino	4,310		
Los Altos	4,299	Mean	3,958
Santa Cruz	4,154	Median	3,918
Vacaville	4,077	Mid-Quartile Mean	3,980
Pleasanton	4,062		
Seaside	4,035		
Pittsburg	3,918		
San Luis Obispo	3,910		
<u>LODI</u>	3,890		
Antioch	3,852		
Davis	3,835		
Campbell	3,794		
Belmont	3,715		
Novato	3,709		

FINANCE DIRECTOR1985

Santa Maria	\$5,297	Roseville	\$3,663
Vacaville	4,599	Pittsburg	3,650
San Bruno	4,430	Merced	3,638
Monterey	4,264	Clovis	3,619
Los Altos	4,139	San Luis Obispo	3,400
Burlingame	4,111	Turlock	3,394
Milpitas	4,075	Petaluma	3,370
Union City	4,019	Redding	3,223
Saratoga	4,009	Seaside	3,223
Cupertino	3,970		
Pleasant Hill	3,907	Mean	3,859
San Rafael	3,891	Median	3,800
San Carlos	3,884	Mid-Quartile Mean	3,810
Marina	3,819		
Manteca	3,806		
Campbell	3,794		
Martinez	3,789		
Chico	3,711		
Antioch	3,695		
<u>LODI</u>	3,694		
Santa Cruz	3,688		
Davis	3,686		

FIRE CHIEF1985

San Bruno	\$4,750	Manteca	\$3,713
Pleasanton	4,742	Roseville	3,627
Milpitas	4,685	Woodland	3,547
Los Altos	4,634	Seaside	3,443
Santa Maria	4,572	Marina	3,290
Vacaville	4,509	Petaluma	3,111
Belmont	4,400		
Monterey	4,365	Mean	4,064
San Rafael	4,359	Median	4,088
Campbell	4,264	Mid-Quartile Mean	4,073
Clovis	4,206		
San Luis Obispo	4,200		
Burlingame	4,173		
Redding	4,093		
Union City	4,082		
Merced	4,011		
Turlock	3,999		
<u>LODI</u>	3,988		
Newark	3,886		
Chico	3,881		
Davis	3,755		
Lompoc	3,749		
Santa Cruz	3,739		

POLICE CHIEF

1985

Santa Maria	\$5,338	Antioch	\$4,168
Menlo Park	5,282		
Martinez	4,898	<u>LODI</u>	4,102
Vacaville	4,844		
Milpitas	4,772	Santa Cruz	4,100
Pleasant Hill	4,763	Davis	4,083
San Bruno	4,750	Lompoc	4,080
Monterey	4,742	Seaside	4,036
Burlingame	4,733	Merced	3,932
Los Altos	4,634	Manteca	3,908
Newark	4,588	Petaluma	3,879
Los Gatos	4,505	Woodland	3,849
Union City	4,451	Pittsburg	3,840
San Rafael	4,359	Turlock	3,819
San Carlos	4,313	Marina	3,791
Redding	4,313	Roseville	3,716
Campbell	4,311		
Novato	4,294		
Belmont	4,290	Mean	4,343
Chico	4,270	Median	4,292
Rohnert Park	4,252	Mid-Quartile Mean	4,302
Clovis	4,227		
San Luis Obispo	4,200		

PARKS AND RECREATION DIRECTOR

1985

Santa Maria	\$4,386
Monterey	4,098
Menlo Park	4,041
Merced	4,030
Union City	4,019
Vacaville	3,791
Manteca	3,541
Redding	3,534
Santa Cruz	3,510
<u>LODI</u>	3,493
San Luis Obispo	3,474
Lompoc	3,363
Roseville	3,241
Petaluma	3,240
Seaside	3,151
Davis	3,117
Martinez	2,948
Woodland	2,926
Turlock	2,659
Mean	3,504
Median	3,492
Mid-Quartile Mean	3,475

PUBLIC WORKS DIRECTOR

1985

Burlingame	\$5,050	Campbell	\$4,247
Santa Maria	5,040	Roseville	4,241
Newark	4,965	Santa Cruz	4,154
San Bruno	4,962	San Luis Obispo	4,010
Rohnert Park	4,907	Davis	3,992
Menlo Park	4,893	Petaluma	3,985
Pleasanton	4,866	Lompoc	3,919
Redding	4,662	Pittsburg	3,840
Vacaville	4,662	Woodland	3,836
Belmont	4,640	Saratoga	3,798
Union City	4,522	Marina	3,721
Monterey	4,515		
Chico	4,484		
San Rafael	4,455	Mean	4,401
Clovis	4,399	Median	4,381
Antioch	4,389	Mid-Quartile Mean	4,398
Pleasant Hill	4,373		
Martinez	4,368		
Seaside	4,319		
San Carlos	4,313		
Manteca	4,289		
<u>LODI</u>	4,278		