

CITY COUNCIL MEETING

September 2, 1981

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CC-34
12-13

RESOLUTION GRANTING
INCREASES ON SALARY
RANGES FOR CERTAIN
UNCLASSIFIED
PERSONNEL

RES. No. 81-126

On motion of Councilman Katnich, Hughes second, the following monthly salary ranges for certain unclassified personnel hereinafter set forth was established effective the pay period beginning July 6, 1981:

Community Development Director	\$2760/3370 per month
Finance Director	\$2730/3340 "
Fire Chief	\$2855/3485 "
Police Chief	\$3005/3675 "
Public Works Director	\$3165/3865 "
Recreation Director	\$2540/3100 "
Utility Director	\$3095/3785 "
Administrative Assistant	\$1950/2380 "
Assistant City Manager	\$2770/3390 "

The motion carried by the following vote:

Ayes: Councilmen - Hughes, Katnich, Murphy, and Pinkerton

Noes: Councilmen - McCarty

Absent: Councilmen - None

Alice

Memorandum

To: Finance Director

Date: September 2, 1981

From: City Manager

Under authority granted by the City Council at its meeting of September 1, 1981, the following employees in "unclassified Service" will receive an increase to the salary indicated to be effective the first pay period in July 1981:

<u>NEW MONTHLY SALARY RATE</u>			<u>% INCR</u>	<u>% P.E.R.S.</u>	<u>% SALARY</u>
2921	Planning Director (Schroeder)	\$3125.00	.081	.070	.011
3080	Finance Director (Wilson)	\$3080.00	.075	—	.075
2855	Fire Chief (McLeod)	\$2855.00	.075	—	.075
3350	Police Chief (Yates)	\$3350.00	.075	—	.075
3304	Public Works Director (Ronsko)	\$3535.00	.076	.070	.006
2010	Administrative Assistant (Hinkle)	\$2150.00	.070	.070	—
2907	Assistant City Manager (Glenn)	\$3110.00	.082	.070	.012
2875	Recreation and Parks Director (DeBenedetti)	\$2875.00	.077	—	.077
3215	Utility Director (Curry)	290 \$3340.00 ^{3440.00*}	.092	.070	.022

Henry A. Glaves
Henry A. Glaves
City Manager

* PER JERRY GLENN 9/4/81
BJ

*plc to pay
Fred Wilson
9/3/81*

September 1, 1981

To: Honorable Mayor and City Council
From: City Manager

Subj: Department Head Salary Recommendations

I recently forwarded you a salary survey which encompassed over 30 cities in Northern California with populations between 25,000 and 45,000. Those salaries were that which was being paid on January 1, 1981.

Since that time we spot checked those cities which appeared on that list and with one or two exceptions the salary data is correct. The most significant thing we did find is that the movement since last January has shown an overall increase in salaries in excess of 8%.

When the City Council established the Management Compensation Program it was based on establishing an annual midpoint or control point and then giving the City Manager the flexibility of awarding salaries up to plus or minus 10% from that point. In the case of new Department Heads I have used the lower 10% limit and then moved the incumbent toward the midpoint. In case of the upper limit I have been extremely careful in awarding salaries over the midpoint and then only in small amounts. The position which is receiving the highest amount over the midpoint is the Community Development Director who is receiving \$40 per month over the control point.

In view of salary increases granted other city employees, movement by comparable cities, and our own internal alignment and relationships I am making recommendations for control points for Department heads of 7.5%. The specific figures are shown on the attachment of this letter.

If I still have the authority to grant salaries up to 10% in excess of the midpoint I can then make adjustments which will reflect performance and situations where we are significantly over or under the market.

All of our bargaining units have had the opportunity to accept city paid PERS in lieu of salary increases. I recommend that Department Heads likewise be given this choice.

Henry A. Glaves Jr.
City Manager

CITY MANAGER RECOMMENDATION

POSITION	PRESENT RANGE	MID POINT	PRESENT SALARY		MID POINT
Community Develop. Director	2565/3135	2850	2890	2760/3370	3065
Finance Director	2545/3105	2825	2965	2730/3340	3035
Fire Chief	2655/3245	2950	2655	2855/3485	3170
Police Chief	2795/3415	3105	3115	3005/3675	3340
Public Works Director	2945/3595	3270	3285	3165/3865	3515
Recreation Director	2365/2885	2625	2670	2540/3100	2820
Utility Director	2860/3500	3180	3150	3095/3785	3440
Administrative Assistant	1815/2215	2015	2010	1950/2380	2165
Assistant City Manager	2580/3150	2865	2875	2770/3390	3080
City Manager			3900		
City Clerk			1802		
City Attorney			2667		