

Agenda Report

August 9, 2004

TO: City Council

FROM: City Manager

RE: Adoption of a Resolution Amending the Salary Resolution Relating to Salaries for Unrepresented Executive Management Classifications

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolution amending the Salary Resolution to adjust salary control rates effective April 5, 2004, for the Unrepresented Executive Management classifications as noted on the attached Exhibit; and to provide a further 3.5% adjustment to the control rates effective April 4, 2005.

BACKGROUND:

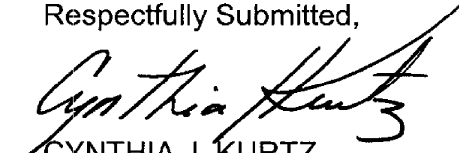
Salary control rates for Unrepresented Executive Management classifications are provided for by Resolution, and were last adjusted in March 2003. The adjustments recommended in the attached Exhibit reflect both labor market data and internal salary relationships. This recommendation does not include adjustments for the executive staff in the City Manager's Office. Due to a pending vacancy, a review of the staffing and organization of the office is currently underway. Staff may return at a later date with recommended adjustments for these classifications.

Over the last several years, the City Council has provided for market-based adjustments every other year, and a percentage cost of living increase in the alternating years. This action is consistent with that general practice. Adjustments are made to control rates only; increases for individual employees are based on performance.

FISCAL IMPACT:

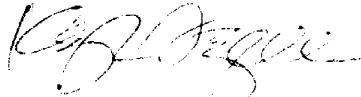
The maximum annual fiscal impact is estimated to be \$126,175. Actual costs are likely to be less, since not all affected employees are at control rate. The proposed FY 2005 budget includes sufficient funds for this adjustment. The maximum annual fiscal impact for the subsequent 3.5% increase is estimated to be \$76,886.

Respectfully Submitted,



CYNTHIA J. KURTZ
City Manager

Prepared By:



KARYN S. EZELL
Director of Human Resources

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PASADENA AMENDING
THE SALARY RESOLUTION RELATING TO UNREPRESENTED EXECUTIVE
MANAGEMENT CLASSIFICATIONS

BE IT RESOLVED by the City Council of the City of Pasadena that the Salary Resolution is amended as follows:

SECTION 1. Exhibit 3.05-E-1 is amended to establish Control Rates effective April 5, 2004, for the executive classifications listed herein:

Chief Prosecutor	\$142,076
Director of Finance	\$148,537
Director of Human Resources	\$148,537
Director of Human Services and Recreation	\$131,954
Director of Information Services	\$131,954
Director of Planning and Development	\$153,886
Director of Public Health	\$131,954
Director of Public Works	\$153,886
Director of Transportation	\$153,886
Fire Chief	\$166,190
General Manager of Water and Power	\$169,952
Police Chief	\$166,190

SECTION 2. Control Rates for the classifications listed in Exhibit 3.05-E-1 will be increased by 3.5% effective April 4, 2005.

This amendment shall be effective as of April 5, 2004.

Adopted by the following vote at the meeting of the City Council on August 9, 2004:

AYES:

NOES:

ABSTAIN:

ABSENT:

Jane Rodriguez, City Clerk

Approved as to Form:



Hugh A. Halford, Asst. City Attorney