

# Agenda Report

DATE: December 3, 2007

TO: City Council

FROM: City Manager

RE: ADOPTION OF A RESOLUTION AMENDING THE SALARY  
RESOLUTION ESTABLISHING SALARY CONTROL RATES FOR  
UNREPRESENTED EXECUTIVE MANAGEMENT  
CLASSIFICATIONS

## RECOMMENDATION

It is recommended that the City Council adopt the attached Resolution amending the Salary Resolution to adjust control rates for the Chief Prosecutor effective April 2, 2007, and for various other Unrepresented Executive Management classifications effective October 1, 2007.

## BACKGROUND

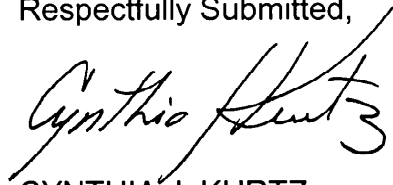
Unrepresented Executive Management positions are classifications which are not represented by a union, but whose titles and compensation are established by Resolution of the City Council. The proposed Resolution amending the Salary Resolution will adjust salary control rates for 14 executive classifications.

The recommended salary and benefit adjustments reflect recent market surveys, and internal salary relationships. The salary adjustments will be applied to the salary control rates; individual salary adjustments will be based on performance. No individual salary adjustment will be made where a "Needs Improvement" evaluation exists.

FISCAL IMPACT

The maximum fiscal impact of the control rate adjustments for FY 2008 is estimated to be approximately \$91,148, \$68,400 of which are General Fund; however, since increases granted to individual employees are based on merit, actual costs will be less than the maximum. Sufficient funds are available in the adopted FY 2008 Operating Budget.

Respectfully Submitted,



CYNTHIA J. KURTZ  
City Manager

Prepared and Approved 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 TO ESTABLISH  
SALARY CONTROL RATES AND BENEFITS FOR  
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. Page 3.05-E-1 is amended to reflect the following adjusted salary control rate, effective April 2, 2007:

<u>Classification</u>	<u>Control Rate</u>
Chief Prosecutor	167,481

SECTION 2. Page 3.05-E-1 is amended to reflect the following adjusted salary control rates, effective October 1, 2007:

<u>Classification</u>	<u>Control Rate</u>
General Manager of Water & Power	200,848
Police Chief	203,861
Fire Chief	203,861
Director of Planning & Development	184,672
Director of Public Works	184,672
Director of Transportation	184,672
Director of Public Health	179,508
Director of Human Resources	172,486
Director of Human Services & Recreation	154,424
Director of Information Services	154,424

This amendment shall be effective as of April 2, 2007.

Adopted by the following vote at the meeting of the City Council on December 3, 2007:

AYES:


NOES:

ABSTAIN:

ABSENT:

\_\_\_\_\_  
Jane Rodriguez, City Clerk

Approved as to Form:

  
\_\_\_\_\_  
Michele Beal Bagneris, City Attorney