

# Agenda Report

**TO:** City Council                      **DATE:** March 30, 2009

**FROM:** City Manager

**SUBJECT:** ADOPTION OF A RESOLUTION AMENDING THE SALARY RESOLUTION TO ESTABLISH COMPENSATION FOR VARIOUS CLASSIFICATIONS IN THE UNREPRESENTED HOURLY, CONFIDENTIAL CLERICAL, NON-REPRESENTED, TECHNICAL AND ADMINISTRATIVE AND UNREPRESENTED POLICE MANAGEMENT

**RECOMMENDATION:**

It is recommended that the City Council adopt a Resolution amending the Salary Resolution to establish benefits and compensation for various classifications in the Unrepresented Hourly, Confidential Clerical, Non-Represented, Technical and Administration groups effective October 13, 2008; and for the classifications of Police Lieutenant, Police Captain, Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief effective July 7, 2008.

**BACKGROUND:**

All employees of the City of Pasadena were provided with a salary increase during calendar year 2008, with the exception of the various unrepresented employees referenced herein and the employees represented by PACTE, due to the timing of the expiration of the PACTE MOU. Adoption of both the Salary Resolution amendment referenced herein and the companion item regarding a successor MOU between the City and PACTE, will provide salary increases for calendar year 2008 for the affected employees consistent with those that were granted by earlier Council action for all other employees. Further, both actions provide for no increases for calendar year 2009, which is consistent with direction received and the approach being taken to address the structural imbalance in the operating budget.

The City Council establishes by Resolution salaries and benefits for classifications which are not represented by a union. The City Council may amend the Salary Resolution from time to time to adjust salaries as appropriate.

The attached Resolution establishes new control rates and benefits for classifications in the Unrepresented Hourly, Confidential Clerical, Non-Represented, Technical and Administration, Police Lieutenant, Police Captain, Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief consistent with market surveys and existing internal salary and represented classification relationships.

The attached Resolution provides for a general salary increase of 4% effective October 13, 2008 for classifications in the Unrepresented Hourly, Confidential Clerical, Non-Represented, Technical and Administration, consistent with those recommended for employees represented by Pasadena Association of Clerical and Technical Employees (PACTE). Further, the attached Resolution provides a salary increase of 3% for the classifications of Police Lieutenant, Police Captain, and 1.8% for Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief effective July 7, 2008, all consistent with recent salary survey data. No salary increases are provided for 2009 for any of the classifications listed herein.

In addition, the Resolution provides the following benefits changes for employees in the classifications in the Unrepresented Hourly, Confidential Clerical, Non-Represented, and Technical and Administration groups, again consistent with those recommended for employees represented by PACTE:

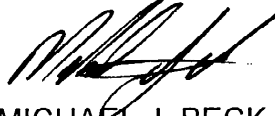
1. Overtime: The language is modified effective the first pay period following adoption by the City Council to provide that only hours worked in excess of 40 hours in a workweek shall be paid as provided by the Fair Labor Standards Act.
2. Sick Leave: Effective January 1, 2009, regular full-time employees are eligible to accrue 80 hours of sick leave per calendar year from date of employment.
3. Life Insurance: Effective the first pay period following the adoption of the MOU, the City will provide for an increased City-paid life insurance benefit of \$25,000 for each employee.
4. Health Insurance Contribution: Effective October 1, 2008, the City's contribution to the Employee Option Benefit Fund is increased to \$934.18 per month.
5. Tuition Reimbursement: Effective July 1, 2009, the tuition reimbursement benefit is increased to up to \$1,000 per fiscal year.

6. Layoff: The language is amended to provide that the layoff provisions do not apply to individuals employed in limited-term positions.

**FISCAL IMPACT:**

The fiscal impact of the implementation of these salary resolutions is estimated to be approximately \$650,943. Adequate funding for increases were included in the Fiscal Year 2009 operating budget; costs exceeding this amount, departments will absorb the expenditure within existing appropriations.

Respectfully Submitted,



MICHAEL J. BECK  
City Manager

Approved By:



KARYN S. EZELL  
Director of Human Resources