

# Agenda Report

March 22, 2010

**TO:** Honorable Mayor and City Council

**FROM:** Department of Human Resources

**SUBJECT: ADOPTION OF A RESOLUTION AMENDING THE SALARY RESOLUTION RELATED TO SALARY CONTROL RATES FOR UNREPRESENTED TOP, MIDDLE AND PROFESSIONAL MANAGEMENT CLASSIFICATIONS**

**RECOMMENDATION:**

It is recommended that the City Council adopt the attached Resolution amending the Salary Resolution to eliminate the salary increase originally scheduled for April 2010 for the unrepresented Top, Middle and Professional Management classifications.

**BACKGROUND:**

Unrepresented 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 attached Resolution will amend the Salary Resolution to eliminate the 4% control rate adjustment that would have been effective in April 2010 for the approximately 85 employees in the Unrepresented Top, Middle and Professional groups. This action is necessary in light of the City's declining revenues, and is consistent with the approach being taken to reduce the structural imbalance in the operating budget.

**COUNCIL POLICY CONSIDERATION:**

This amendment to the Salary Resolution supports the City Council's strategic goal to maintain fiscal responsibility and stability.

**FISCAL IMPACT:**

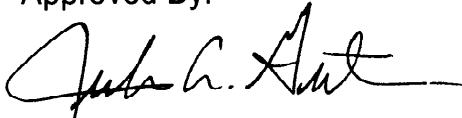
The increase that was originally scheduled would have had a first-year cost of approximately \$531,700, and that figure would have been compounded with every subsequent increase granted. This amendment to the Salary Resolution results instead in no increases in the City's salary and benefits costs for this group of employees.

Respectfully Submitted,



KARYN S. EZELL  
Director  
Department of Human Resources

Approved By:



For  
MICHAEL J. BECK  
City Manager

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PASADENA  
AMENDING THE SALARY RESOLUTION ESTABLISHING SALARY CONTROL  
RATES AND BENEFITS FOR UNREPRESENTED TOP, MIDDLE AND  
PROFESSIONAL MANAGEMENT CLASSIFICATIONS

BE IT RESOLVED by the City Council of the City of Pasadena that Page 3.10-E-2, Page 3.15-E-2, and Page 3.20-E-1 of the Salary Resolution are amended to eliminate the reference to a control rate increase effective April 12, 2010.

This amendment shall be effective as of March 22, 2010.

Adopted by the following vote at the meeting of the City Council on March 22, 2010:

AYES:

NOES:

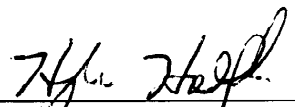
ABSTAIN:

ABSENT:

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Mark Jomsky, City Clerk

Approved as to Form:

  
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Hugh A. Halford, Asst. City Attorney