

Agenda Report

March 14, 2011

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 2011 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 2011 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.

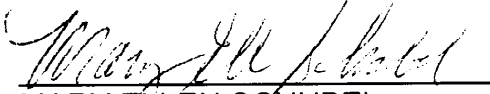
COUNCIL POLICY CONSIDERATION

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

FISCAL IMPACT:

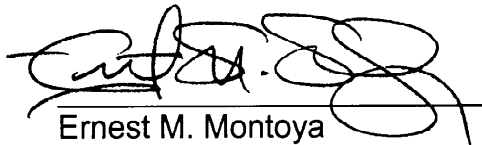
The scheduled salary increase would have had a first-year cost of approximately \$531,700, which would have been compounded with every subsequent increase. This amendment to the Salary Resolution results instead in no increases in the City's salary and benefit cost for these groups of employees.

Respectfully submitted,



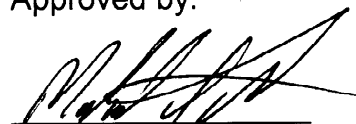
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