

# Agenda Report

August 14, 2000

TO: City Council  
FROM: City Manager  
RE: Salary Resolution Amendment – Unrepresented Employees

## RECOMMENDATION

It is recommended that the City Council adopt a resolution to amend the Salary Resolution to provide general and market equity adjustments to the control rates of the classifications covered by the Salary Resolution, in the categories Management Top, Middle and Professional, Technical and Administrative, Confidential-Clerical, Non-Represented, and Hourly effective July 3, 2000; and effective July 3, 2000, provide adjustments to the benefits plan for the classifications Police Commander, Police Commander (Non-Sworn), and Police Lieutenant, as noted in the attached Salary Resolution.

For the years 2001 and 2002, control rate adjustments will be implemented for unrepresented classifications identical to that which has been agreed to by counterpart unions.

It is further recommended that the City Council authorize the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserve to the affected General Fund budgets and from the respective unappropriated fund balance to the various non-General Fund budgets.

## BACKGROUND

The Human Resources Department recently concluded a comprehensive market review on classifications in the City which are not represented by a union. As a result of the market review, recommendations were presented to City Council in closed session on July 27, 2000. This agenda report formalizes the recommendations received and approved by City Council in closed session.

In summary, the recommendations provide for a general control rate adjustment for 96 classifications (376 employees) who are covered by the Salary Resolution.

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Recommendations for market equity adjustments were recommended for 15 classifications (15 full time employees, and 98 part-time summer aquatics and recreation employees). Also, for the years 2001 and 2002, control rate adjustments will be implemented for unrepresented classifications identical to that which has been agreed to by counterpart unions.

For the classifications Police Commander, Police Commander (Non-Sworn), and Police Lieutenant, in addition to salary adjustments, supplemental benefit enhancements are recommended, to include the following: an education bonus for those employees who have obtained a POST Management Certificate; eligibility for reimbursement for an annual physical examination; an increase to the personal development allowance; and an increase to the Employee Option Benefit Fund.

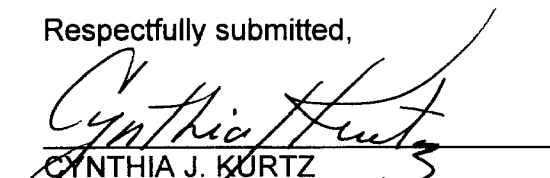
FISCAL IMPACT

The potential annual cost for the general and market equity adjustments totals \$561,722 for FY 2001. However, these are adjustments in control rates, not to individuals' salary. What portion of the increase will be awarded to each employee will be based on performance. The supplemental benefit enhancements for the Police personnel total \$62,675 per year for FY 2001. The total potential cost for FY 2001 is \$624,397.

Funds are available within each department budget and in the Personnel Services Reserves to cover the costs of the salary and benefit adjustments for FY 2001.

The costs for FY 2002 and FY 2003 are projected at \$297,827 and \$308,407 respectively, and will be incorporated in subsequent operating budgets presented to City Council for review and adoption.

Respectfully submitted,

  
CYNTHIA J. KURTZ  
City Manager

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Approved:

  
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GALE E. HARRISON  
Director of Human Resources

Concurrence:

  
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JAY M. GOLDSTONE  
Director of Finance