

Agenda Report

DATE: August 18, 2003

TO: City Council
FROM: City Manager
RE: Adoption of a Resolution Amending the Salary Resolution Relating to Salaries and Benefits for Police Commanders and Lieutenants

RECOMMENDATION:

It is recommended that the City Council:

1. Adopt the attached Resolution amending the Salary Resolution to accomplish the following:
 - A. Adjust control rates for the classifications of Police Lieutenant, Police Commander, and Police Commander (Non-Sworn) to the 75th percentile effective April 7, 2003, as noted in the attached; and,
 - B. Increase the premium for the possession of the POST Management Certificate to \$450 per month, effective April 7, 2003; and,
 - C. Modify the language to ensure that an individual promoting from the rank of Sergeant to Lieutenant does not lose any existing premium pay he or she may already receive for the POST Supervisory Certificate and/or completed education.
2. Approve a journal voucher appropriating \$70,000 from the Personnel Reserves to the Adopted FY 2004 Police Department Operating Budget.

BACKGROUND:

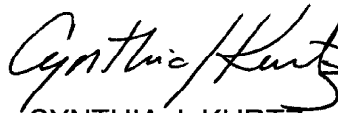
Police Lieutenant, Police Commander and Police Commander (Non-Sworn) are classifications which are not represented by a union, but whose titles and compensation are established by Resolution of the City Council. The classifications are in the categories of Management Top, and Management

Middle. The proposed Resolution amending the Salary Resolution will adjust salaries and benefits for 20 employees in these classifications. The recommended salary and benefit adjustments reflect recent market surveys, and internal salary relationships, and will ensure that the impacted Classifications will be paid at the 75th percentile of the agencies surveyed. 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:

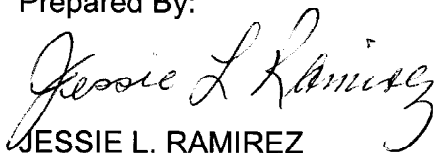
The fiscal impact is estimated to be approximately \$138,200 annually, all of which is General Fund. The FY 2004 Adopted Police Department Operating Budget includes appropriations for approximately one-half this amount, and sufficient funds are available in the Personnel Reserves for the balance of the increase.

Respectfully Submitted,



CYNTHIA J. KURTZ,
City Manager

Prepared By:



JESSIE L. RAMIREZ
Acting Management Analyst

Approved By:



KARYN S. EZELL
Director of Human Resources