

Agenda Report

June 7, 2004

TO: City Council

FROM: City Manager

RE: Adoption of a Resolution Amending the Salary Resolution Relating to Salaries and Benefits for the Various Unrepresented Management Classifications

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolution amending the Salary Resolution to accomplish the following:

1. Provide an adjustment of 2.9% to the salary control rates effective April 5, 2004 for various non-represented classifications in the Management Top, Middle, and Professional groups as noted in the attached; and,
2. Provide for equity adjustments based on market surveys and internal salary relationships for the classifications of Assistant General Manager of Water and Power, Deputy Director of Finance, Budget Administrator, Human Resources Manager effective April 5, 2004, as noted in the attached; and,
3. Freeze further increases in the health contribution until the health contribution for represented management employees exceeds the amount of the health contribution for this group.

BACKGROUND:

The increase provided for in the proposed Resolution will restore internal compensation relationships between these unrepresented classes and the classes represented by the Pasadena Management Association. Although PMA classes received a larger general salary adjustment last year than is recommended herein, the classes in the Unrepresented Management groups receive a higher health contribution than PMA. The proposed Amendment to the

Salary Resolution will result in a salary and benefits package for the average Unrepresented Manager that is generally equal to that of the average PMA employee. This action will increase salary control rates only; increases to individual employees will be based on performance.

FISCAL IMPACT:


The maximum fiscal impact is estimated to be \$28,800 for FY 2004, of which \$20,160 is General Fund. It is expected that the Departments may be able to absorb a portion of these additional costs, however staff will closely monitor expenditures and will return for additional appropriations if necessary at the year-end.

The maximum annualized cost is estimated to be \$231,000, including benefits, of which \$161,700 is General Fund. The proposed FY 2005 budget includes sufficient funds for salary increases.

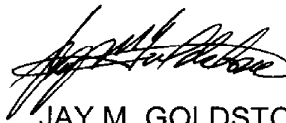
Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

Approved By:


KARYN S. EZELL
Director of Human Resources

Concur:


JAY M. GOLDSTONE
Director of Finance