

Agenda Report

May 15, 2006

TO: City Council

FROM: City Manager

RE: ADOPTION OF A RESOLUTION AMENDING THE SALARY
RESOLUTION ESTABLISHING SALARY CONTROL RATES FOR
UNREPRESENTED EXECUTIVE MANAGEMENT
CLASSIFICATIONS

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolution amending the Salary Resolution to adjust control rates for the Unrepresented Executive Management classifications effective April 4, 2005; to provide a market-based adjustment effective April 3, 2006; a market-based adjustment effective October 2, 2006 for the classification of Assistant City Manager; to provide a general control rate adjustment of 3.3% effective April 2, 2007; and to implement the PERS cost sharing arrangements for the retirement benefit enhancements that have been negotiated with the miscellaneous non-safety bargaining units.

BACKGROUND:

Unrepresented Executive 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 proposed Resolution amending the Salary Resolution will adjust salary control rates for 13 department director and assistant city manager classification.

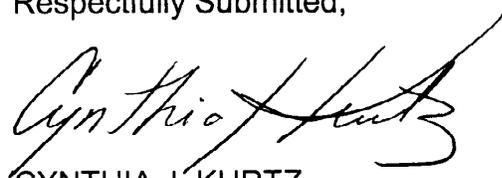
The recommended salary and benefit adjustments reflect recent market surveys, and internal salary relationships. The salary adjustments will be applied to the salary control rates; individual salary adjustments will be based on performance. No individual salary adjustment will be made where a "Needs Improvement" evaluation exists.

This action also implements the same cost sharing arrangements as were recently negotiated with the non-safety bargaining units for the non-safety members of the Executive Committee.

FISCAL IMPACT:

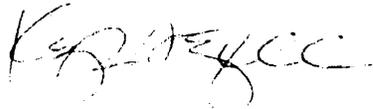
The maximum FY 2006 fiscal impact of the control rate adjustments is estimated to be approximately \$189,847; however, since increases granted to individual employees are based on merit, actual costs will be less than the maximum. Sufficient funds are available in the adopted FY 2006 Operating Budget in the respective departments and/or funds, and in the General Fund Personnel Reserve. The maximum FY 2007 fiscal impact is estimated to be \$112,506.

Respectfully Submitted,



CYNTHIA J. KURTZ,
City Manager

Approved By:



KARYN S. EZELL
Director of Human Resources

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 the Salary Resolution is amended as follows:

SECTION 1. Page 3.05-E-1 is amended to reflect the following adjusted salary control rates, effective April 4, 2005:

<u>Classification</u>	<u>Control Rate</u>
Assistant City Manager	160,108
General Manager of Water & Power	178,539
Police Chief	174,586
Fire Chief	174,586
Director of Planning & Development	161,661
Director of Public Works	161,661
Director of Transportation	161,661
Director of Finance	156,041
Director of Human Resources	156,041
Director of Human Services & Recreation	138,572
Director of Information Services	138,572
Director of Public Health	138,572

SECTION 2. Page 3.05-E-1 is amended to reflect the following adjusted salary control rates, effective April 3, 2006:

<u>Classification</u>	<u>Control Rate</u>
Assistant City Manager	173,877
General Manager of Water & Power	185,827
Police Chief	185,827
Fire Chief	185,827
Director of Planning & Development	169,157
Director of Public Works	169,157
Director of Transportation	169,157
Director of Finance	163,863
Director of Human Resources	163,863
Director of Human Services & Recreation	144,780
Director of Information Services	144,780
Director of Public Health	144,780

SECTION 3. Page 3.05-E-1 is amended to reflect the following adjusted salary control rate, effective October 2, 2006:

<u>Classification</u>	<u>Control Rate</u>
Assistant City Manager	187,738

SECTION 4. Page 3.05-E-1 is amended to reflect the following adjusted salary control rates, effective April 2, 2007:

<u>Classification</u>	<u>Control Rate</u>
Assistant City Manager	193,933
General Manager of Water & Power	191,959
Police Chief	191,959
Fire Chief	191,959
Director of Planning & Development	174,739
Director of Public Works	174,739
Director of Transportation	174,739
Director of Finance	169,270
Director of Human Resources	169,270
Director of Human Services & Recreation	149,558
Director of Information Services	149,558
Director of Public Health	149,558

SECTION 5. Section I. C. of Salary Resolution Exhibit 3.05.01 is amended to add the following:

Retirement Enhancement and Cost Sharing for Miscellaneous Non-Safety Employees:

a. Plan: The City agrees to contract for 2.5%@55 for implementation as provided herein. 2.5%@55 shall be subject to a vote of all miscellaneous employees as required by PERS. If the miscellaneous employees vote to approve the amendment to the PERS plan, they shall pay a portion of the cost by paying a portion of their own Employee Normal Contribution as provided below.

b. Plan Effective Date: The plan agreed to by the parties shall be implemented on January 1, 2007.

c. Employee Payment:

1. Effective July 1, 2006, employees pay 2.2% of salary.
2. Effective July 1, 2007, employees pay an additional 1.4%, for a total of 3.6% of salary.

d. Pre-Tax: All employee contributions shall be made on a pre-tax basis and credited to the employee's PERS member account.

e. Market Volatility: No change based on market volatility. The City shall absorb all increases due to market volatility and shall receive the benefit of all reductions due to market volatility.

f. Other PERS Optional Benefits:

1. Credit for Unused Sick Leave (Government Code Section 20965) shall be implemented as soon as administratively possible after adoption of this Resolution.

2. Military Service Credit Buy Back (§21024) shall be implemented as soon as administratively possible after adoption of this Resolution.

3. Pre-Retirement Optional Settlement 2 Death Benefit (§21548) shall be implemented as soon as administratively possible after adoption of this Resolution.

4. Fourth Level of 1959 Survivor Benefits (§24574) shall be implemented as soon as administratively possible after adoption of this Resolution.

g. Full Understanding: The parties agree that until June 30, 2009, neither party shall be required to consider an enhanced retirement plan, retirement contributions, or any PERS optional benefit.

This amendment shall be effective as of April 4, 2005.

Adopted by the following vote at the meeting of the City Council on May 15, 2006:

AYES:

NOES:

ABSTAIN:

ABSENT:

Approved as to Form:

Jane Rodriguez, City Clerk



Hugh A. Halford, Asst. City Attorney