

Agenda Report

DATE: June 2, 2008

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 various Unrepresented Executive Management classifications; and to re-establish the control rate for the classification of Assistant to the City Manager, effective March 31, 2008.

BACKGROUND

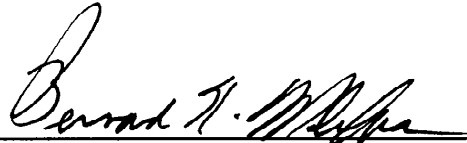
Unrepresented Management positions are classifications which are not represented by a union, but whose titles and compensation are established by Resolution of the City Council. The attached Resolution amending the Salary Resolution will implement salary control rate adjustments that are reflective of recent market surveys and internal salary relationships. The adjustments will be applied to the salary control rates; individual salary increases will be based on performance. No individual salary adjustment will be made where a "Needs Improvement" evaluation exists.

In addition to the salary control rate adjustments, the attached Resolution will re-establish the control rate for the existing vacant classification of Assistant to the City Manager in the Management Non-Represented group. This action does not increase budgeted Full-Time Equivalent positions (FTE's), but only sets the control rate.

FISCAL IMPACT

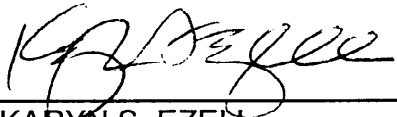
The maximum annual fiscal impact of the control rate adjustments is estimated to be approximately \$131,770; however, since increases granted to individual employees are based on merit, actual costs will be less than the maximum. Sufficient funds are available in the adopted FY 2008 Operating Budget, and are included in the City Manager's recommended FY 2009 Operating Budget.

Respectfully Submitted,



BERNARD K. MELEKIAN
City Manager

Prepared and 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 TO ESTABLISH
SALARY CONTROL RATES AND BENEFITS FOR
UNREPRESENTED EXECUTIVE 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 dated December 3, 2007 is replaced by Page 3.05-E-1 dated June 2, 2008, to establish various control rates effective March 31, 2008; and,

SECTION 2. Page 3.10-E-1 is amended to reflect the following adjusted salary control rates, effective March 31, 2008:

<u>Classification</u>	<u>Control Rate</u>
Assistant to the City Manager	\$119,689

This amendment shall be effective as of March 31, 2008.

Adopted by the following vote at the meeting of the City Council on June 2, 2008:

AYES:

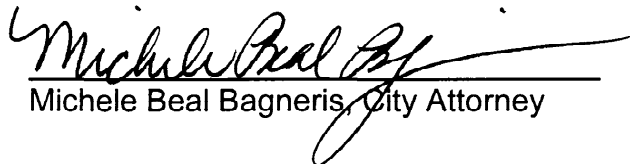
NOES:

ABSTAIN:

ABSENT:

Jane Rodriguez, City Clerk

Approved as to Form:



Michele Beal Bagneris, City Attorney

Exhibit 3.05

MANAGEMENT – EXECUTIVE

Effective March 31, 2008

<u>Classification</u>	<u>Control Rate</u>
Assistant City Manager	\$201,690
Chief Prosecutor ¹	167,481
City Attorney/City Prosecutor	Established by Contract
City Clerk	Established by Contract
City Manager	Established by Contract
Director of Finance	188,907
Director of Human Resources	179,385
Director of Human Services & Recreation	160,601
Director of Libraries and Information Services	166,244
Director of Planning and Development	192,059
Director of Public Health/Health Officer	186,688
Director of Public Works	192,059
Director of Transportation	192,059
Fire Chief and Assistant Director of Disaster Emergency Services	212,015
General Manager of Water and Power	208,882
Police Chief	212,015

¹ Salary effective April 2, 2007

Adopted June 2, 2008

MGT-EXEC