

# Agenda Report

**TO:** City Council

**DATE:** June 22, 2009

**FROM:** City Manager

**RE:** ADOPTION OF A RESOLUTION AMENDING THE SALARY RESOLUTION RELATING TO COMPENSATION FOR NON-SAFETY CLASSIFICATIONS IN THE UNREPRESENTED GROUPS

## **RECOMMENDATION:**

It is recommended that the City Council adopt the attached Resolution amending the Salary Resolution to establish benefits and compensation for classifications in the Unrepresented groups effective April 12, 2009.

## **BACKGROUND**

The City Council establishes by Resolution salaries and benefits for classifications which are not represented by a union. The City Council may amend the Salary Resolution from time to time as appropriate.

The attached Resolution provides for the following for classifications in the Unrepresented Top, Middle and Professional groups:

1. No increase in salary for 2009.
2. The creation of Anti-Compaction Pay, which may be authorized to maintain a 10% minimum differential between an unrepresented management employee and his or her direct subordinate employee.

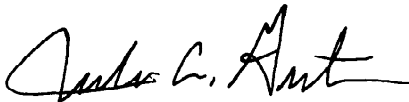
The Resolution further provides for the creation of titles and control rates for the new unclassified (at-will) positions of Public Services Coordinator, Public Services Supervisor, Public Services Manager and Public Services Administrator, which will be utilized for special, cross-departmental work at the direction of the City Manager. This action does not create additional FTE's or require additional appropriations; existing authorized positions will be utilized.

Staff recommends approval of this Amendment to the Salary Resolution, which is consistent with direction received and the approach being taken to address the structural imbalance in the operating budget.

**FISCAL IMPACT:**

The fiscal impact of the implementation of this Amendment to the Salary Resolution is estimated to be a savings of approximately \$421,762, from what would have otherwise been expended under the existing Salary Resolution provisions. Savings achieved by forgoing an increase are compounded over time.

Respectfully Submitted,

  
For MICHAEL J. BECK  
City Manager

Approved By:

  
KARYN S. EZELL  
Director of Human Resources

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION AMENDING THE SALARY RESOLUTION RELATING TO  
COMPENSATION 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. Exhibits 3.10-E-2, 3.15-E-2 and 3.20-E-1 are amended to delete the reference to an increase to control rates that was scheduled to have been implemented effective April 13, 2009, and to add titles and control rates for the new Unclassified positions of Public Services Administrator, Public Services Manager and Public Services Supervisor; Exhibit 3.40-E-1 is amended to add the title and salary range for the new classification of Public Services Coordinator.

<u>Remove</u>		<u>Insert</u>	
<u>Pages</u>	<u>Dated</u>	<u>Pages</u>	<u>Dated</u>
3.10-E-1	December 8, 2008	3.10-E-1	June 22, 2009
3.10-E-2	December 8, 2008	3.10-E-2	June 22, 2009
3.15-E-1	December 8, 2008	3.15-E-1	June 22, 2009
3.15-E-2	December 8, 2008	3.15-E-2	June 22, 2009
3.20-E-1	December 8, 2008	3.20-E-1	June 22, 2009
3.40-E-1	March 16, 2009	3.40-E-1	June 22, 2009

SECTION 2. Sections 3.10.01, 3.15.01 and 3.20.01, Compensation, are amended to add the following new Subsection:

An employee at the control rate for his or her classification may receive Anti-Compaction Pay in the amount necessary to establish a 10% minimum differential above the control rate for an immediate subordinate classification. Such Anti-Compaction Pay shall be calculated as a percentage of base salary, exclusive of assignment, overtime, incentive or other special pay.

This amendment shall be effective as of April 12, 2009.

Adopted by the following vote at the meeting of the City Council on June 22, 2009:

AYES:

NOES:

ABSTAIN:

ABSENT:

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Mark Jomsky, City Clerk

Approved as to Form:


  
Michele Beal Bagneris, City Attorney

Exhibit 3.10  
MANAGEMENT/NON-REPRESENTED – TOP

Control Rates Effective April 14, 2008<sup>1</sup>

<u>Classification</u>	<u>Control Rate</u>
Assistant City Attorney (Confidential)	167,640
Assistant General Manager of Water & Power	180,371
Assistant to the City Manager	124,477
Budget Administrator	131,752
Chief Information Technology Officer	141,723
City Auditor	135,778
City Treasurer	139,865
Controller (Confidential)	135,778
Deputy Director of Planning & Development (Confidential)	156,577
Deputy Director of Public Health	135,688
Deputy Finance Director	156,577
Deputy Fire Chief	161,845
Deputy Police Chief <sup>2</sup>	179,847
Finance and Management Services Administrator	131,752
Human Resources Manager (Confidential)	131,752
Police Commander <sup>2</sup>	160,578
Police Commander (Non-Sworn) <sup>2</sup>	160,578

Adopted June 22, 2009

M-TOPNR

<u>Classification</u>	<u>Control Rate</u>
Power Distribution Superintendent	143,634
Public Services Administrator (Unclassified)	194,801
Senior Assistant City Attorney (Confidential)	184,404
Senior Assistant City Clerk	107,792
Senior Deputy City Attorney (Confidential)	147,563

<sup>1</sup>With the exception of the classifications of Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief, the control rates for classifications in the Management Non-Represented – Top will be increased as follows:

Effective April 12, 2010	4%
Effective April 11, 2011	4%

<sup>2</sup>The Control Rates for Police Commander, Police Commander (Non-Sworn), and Deputy Police Chief are effective July 7, 2008.

Adopted June 22, 2009

M-TOPNR

Exhibit 3.15  
MANAGEMENT/NON-REPRESENTED – MIDDLE

Control Rates Effective April 14, 2008<sup>1</sup>

<u>Classification</u>	<u>Control Rate</u>
Administrative Legal Secretary (Confidential)	72,686
Applications Development & Services Supervisor	119,188
Forensic Services Supervisor	92,474
Information Technology Operations Manager	127,448
Management Analyst V (Confidential)	107,792
Network Systems Supervisor	119,188
Nurse Practitioner	99,297
Payroll Services Manager (Confidential)	114,659
Police Administrator	104,706
Police Captain <sup>2</sup>	149,665
Police Lieutenant <sup>2</sup>	138,743
Police Supervisor	73,813
Public Information Officer	107,793
Public Services Manager (Unclassified)	150,649
Senior Capital Projects Manager	134,352

Adopted June 22, 2009

M-MIDNR

<u>Classification</u>	<u>Control Rate</u>
Supervising Fire Plans Examiner	110,532
Telecommunications Manager	119,188

<sup>1</sup>With the exception of the classifications of Police Lieutenant and Police Captain, the control rates for classifications in the Management Non-Represented – Middle will be increased as follows:

Effective April 12, 2010	4%
Effective April 11, 2011	4%

<sup>2</sup>The Control Rates for Police Lieutenant and Police Captain are effective July 7, 2008.



Exhibit 3.20  
MANAGEMENT/NON-REPRESENTED – PROFESSIONAL

Control Rates Effective April 14, 2008<sup>1</sup>

<u>Classification</u>	<u>Control Rate</u>
Executive Assistant to the City Manager (Confidential)	80,000
Administrative Assistant to the Mayor/Council (Confidential)	71,045
Deputy City Attorney (Confidential)	122,755
Executive Secretary (Confidential)	61,786
Executive Secretary (Shorthand/Confidential)	63,564
Management Analyst I (Confidential)	66,170
Management Analyst II (Confidential)	73,034
Management Analyst III (Confidential)	85,040
Management Analyst IV (Confidential)	97,654
Safety Officer	102,045
Public Services Supervisor (Unclassified)	132,579

<sup>1</sup>Control rates for classifications in the Management Non-Represented – Professional will be increased as follows:

Effective April 12, 2010	4%
Effective April 11, 2011	4%

Adopted June 22, 2009

M-PROFNR

**Exhibit 3.40**

**HOURLY CLASSIFICATIONS**

**SALARY RANGES EFFECTIVE OCTOBER 13, 2008**

<b>Classification</b>	<b>Per Hour Rate</b>		
Aquatics Supervisor	\$22.6377	-	\$27.1888
City Service Worker	\$8.8400	-	\$82.3485
City Temporary Worker	\$8.8400	-	\$82.3485
Firefighter Trainee*	\$23.7792		
Instructor I	\$9.8823		
Instructor II	\$11.2804		
Instructor III	\$14.1037		
Instructor IV	\$17.6360		
Junior Lifeguard	\$9.7102		
Lifeguard	\$12.0108	-	\$13.4074
Police Reserve Officer			
Police Trainee*	\$31.5578		
Pool Manager	\$13.0097	-	\$21.7505
Public Services Coordinator	\$8.8400	-	\$82.3485
Recreation Leader I	\$9.2454	-	\$9.8714
Recreation Leader II	\$10.1713	-	\$10.8492
Recreation Leader III	\$11.1755	-	\$11.9188
Senior Lifeguard/Instructor	\$15.7086	-	\$18.0228

The salaries listed herein shall be increased by 4% effective October 13, 2008.

Adopted June 22, 2009

(HOURLY)