

Agenda Report

DATE: December 14, 2015

TO: Honorable Mayor and City Council
FROM: Human Resources Department
RE: APPROVAL OF NON-REPRESENTED EXECUTIVE MANAGEMENT SALARY RESOLUTION

RECOMMENDATION:

It is recommended that the City Council:

- 1) Find that this action is exempt under the California Environmental Quality Act (CEQA) in accordance with Section 15601(b)(3), the General Rule that CEQA only applies to projects that may have an effect on the environment;
- 2) Approve the Non-Represented Executive Management salary resolution.

BACKGROUND:

The City Council establishes by Resolution salaries and benefits for classifications that are not represented by an employee association or union. The City Council may adopt salary resolutions to make adjustments to wages, benefits and working conditions of non-represented employees.

The General Manager of Water and Power position has been vacant since July 1, 2015, and a nationwide recruitment yielded a small group of competitive candidates. Given the importance of this position in ensuring the effective and efficient operations of the Water and Power department, the City will benefit from having the General Manager of its utility live within City limits.

There is one modification proposed for consideration by the City Council in the Non-Represented Executive salary resolution regarding the addition of a Housing Assistance Allowance for the General Manager of Water and Power. The addition of this position to the existing provision would allow the City Manager to negotiate an allowance for an amount not to exceed \$1,200 per month for a General Manager of Water and Power whose primary household residence is in the City of Pasadena for the duration of his/her City employment.

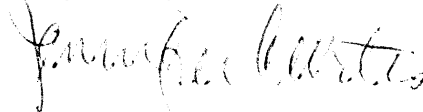
COUNCIL POLICY CONSIDERATION:

The adoption of the salary resolution for non-represented executive management supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

The recommended modification to the Executive Management salary resolution results in annual costs of up to \$14,400 per year to be paid from the department's operating budget.

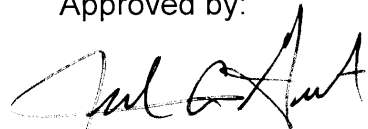
Respectfully Submitted,



Jennifer Curtis

Director of Human Resources

Approved by:



For Michael J. Beck
City Manager

Attachments:

1. Salary Resolution for Non-Represented Executive Management