



# Agenda Report

September 18, 2000

TO: City Council

FROM: City Manager

SUBJECT: Amendment to Salary Resolution to Revise Salary Step Schedules to Salary Ranges for Unrepresented Classifications

## RECOMMENDATION:

It is recommended that the City Council adopted an amendment to the Salary Resolution to revise the salary structure from salary steps to salary ranges for the following unrepresented groups: Technical and Administrative; Confidential Clerical; and Non-Represented. This amendment is effective July 3, 2000.

## BACKGROUND:

On August 14, 2000, the City Council approved general and market salary adjustments for unrepresented classifications specified in the Salary Resolution. The adjustments approved provide for an increase to the salary structure, while individual employee adjustments will be provided, based upon performance.

For the unrepresented groups which have a salary step schedule, individual adjustments have been automatically applied in the past: i.e. if the steps of the salary step schedule were increased, the employees on the step schedule received the full increase. This year, however, any increase to the employee will be tied to performance. Therefore, the salary structure must be revised, to eliminate the salary steps and establish a minimum-to-maximum salary range. With this revision to the salary structure, department managers will be able to authorize any part of the general or market increase previously approved by City Council.

FISCAL IMPACT:

There is no fiscal cost associated with this change to revise the salary structure from steps to a range for unrepresented employees.

Respectfully submitted,



Cynthia J. Kurtz  
City Manager

Approved:



*for* GALE E. HARRISON  
Director of Human Resources