

REPORT TO CITY COUNCIL

DATE: JUNE 8, 2005

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: GREG RAMIREZ, CITY MANAGER

BY: JAMES THORSEN, ASSISTANT CITY MANAGER

SUBJECT: RESOLUTION NO. 05-1375; AMENDING THE COMPENSATION PLAN

- A. SETTING SALARY RANGES FOR CITY EMPLOYEES EFFECTIVE JULY 1, 2005 TO INCLUDE A 3% COLA RATE INCREASE;
 - B. THE ELIMINATION OF THE CLASSIFICATIONS OF: CODE COMPLIANCE OFFICER, FACILITIES/OPERATION SUPERVISOR, FINANCE OFFICER, OFFICE ASSISTANT II, PARKS/PUBLIC WORKS INSPECTOR, PRINCIPAL PLANNER, PUBLIC WORKS INSPECTOR, RECREATION SUPERVISOR, TEEN PROGRAM COORDINATOR, TENNIS INSTRUCTOR I, TENNIS INSTRUCTOR II; AND
 - C. ESTABLISH THE CLASSIFICATIONS OF ASSISTANT DIRECTOR OF COMMUNITY DEVELOPMENT, DIRECTOR OF FINANCE, FACILITIES/OPERATION SUPERVISOR II, PUBLIC WORKS INSPECTOR II, SENIOR BUILDING INSPECTOR, AND SENIOR PLANNER AND APPROVING THE CLASSIFICATIONS SPECIFICATIONS; SETTING THE SALARY RANGE FOR THE CLASSIFICATIONS.
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The City is required by State law to Meet and Confer in good faith with City Employees on matters such as working conditions, classifications, and compensation, including salaries and benefits. As a result of the Meet and Confer sessions with City employees regarding the 2004-06 compensation plan, the City negotiated a two year compensation package that provides salary range adjustments including a 3% COLA rate increase for FY 2005-06, as outlined in Resolution No. 05-1375.

In an effort to provide potential for growth for several positions within the City, Section 2 of Resolution No. 05-1375 stipulates the elimination of the classifications of Building Inspector I, Building Inspector II, Facilities/Operation Supervisor, Finance Officer, Parks/Public Works Inspector, Principal Planner, Public Works Inspector. The classifications of Code Compliance Officer, Office Assistant II, Recreation Supervisor, Teen Program Coordinator, Tennis Instructor I and Tennis Instructor II will be eliminated due to no current need for these positions.

Section 3 of Resolution No. 05-1375 reclassifies several of the positions eliminated above and establishes the new classifications of Assistant Director of Community Development, Director of Finance, Facilities/Operation Supervisor II, Public Works Inspector II, Senior Building Inspector. The classification of Senior Planner is an addition to our compensation plan rather than a reclassification.

RECOMMENDATION

It is respectfully recommended that City Council:

1. Approve Resolution No. 05-1375, Section 1, setting the salary ranges for City employees to include a 3% COLA rate increase effective July 1, 2005 for the 2005-2006 Fiscal Year.
2. Approve Resolution No. 05-1375, Section 2, eliminating the classifications of Building Inspector I, Building Inspector II, Code Compliance Officer, Facilities/Operation Supervisor, Finance Officer, Office Assistant II, Parks/Public Works Inspector, Principal Planner, Public Works Inspector, Recreation Supervisor, Teen program Coordinator, Tennis Instructor I, Tennis Instructor II.
3. Approve Resolution No. 05-1375, Section 3, establishing the classifications of Director of Finance, Assistant Director of Community Development, Facilities/Operation Supervisor II, Public Works Inspector II, Senior Building Inspector and Senior Planner; setting the salary range for the classifications.

Attachments: Resolution No. 05-1375 with Exhibits 1 and 2