

REPORT TO THE CITY COUNCIL

DATE: JUNE 27, 2007

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: GREG RAMIREZ, CITY MANAGER

BY: NATHAN HAMBURGER, ASSISTANT CITY MANAGER
CELESTE BIRD, ADMINISTRATIVE ANALYST

SUBJECT: RESOLUTION NO. 07-1449; AMENDING THE COMPENSATION PLAN; SETTING SALARY RANGES FOR CITY EMPLOYEES EFFECTIVE JULY 1, 2007 TO INCLUDE A 3.257% COLA RATE INCREASE, IMPLEMENT THE REMAINING EQUITY ADJUSTMENTS RESULTING FROM THE 2006 COMPENSATION STUDY, AND RECLASSIFY THE BUILDING OFFICIAL CLASSIFICATION; APPROVING THE CLASSIFICATION SPECIFICATIONS AND SALARY RANGES FOR THE CLASSIFICATIONS.

Based on the findings and recommendations of the 2006 compensation study, a cost of living adjustment (COLA) based on the 2006 Dec-Dec Consumer Price Index (CPI) was approved for the 2007-2008 fiscal year. Currently the CPI as described is 3.257%. In order to continue to attract and retain a high level of quality employees, it was decided that salary ranges should be within 5% of the established market median. To accomplish this and minimize the fiscal impact, the decision was made to spread the equity adjustments for eight of the identified classifications over a two-year period. During Fiscal Year 2007-2008 the ranges of the following classifications will receive the final equity adjustment: Administrative Analyst, Assistant Planner, Associate Planner, Assistant to the Director of Community Development, Building Official, City Clerk, Community Services Coordinator, and Public Works Inspector II.

Human Resources staff has evaluated and made the appropriate adjustments to the Building Official classification in order to continue the development of City staff and cross-departmental training. This is consistent with the continual development of versatile employees that can work in a multi-faceted capacity.

RECOMMENDATION

It is respectfully recommended the City Council:

1. Approve Resolution No. 07-1449, Section 1, setting the salary ranges for City employees effective July 1, 2007 to include a 3.257% COLA rate increase; Section 2, implement the remaining equity adjustments resulting from the 2006 compensation study, effective July 1, 2007; and, Section 3, reclassify the job classification of the Building Official.

Attachments: Resolution No. 07-1449
Building Official Job Classification