



# REPORT TO COUNCIL

## City of Sacramento

915 I Street, Sacramento, CA 95814-2604  
www. CityofSacramento.org

Consent  
**August 12, 2008**

**Honorable Mayor and  
Members of the City Council**

**Title: Charter Officer Compensation Recommendations for FY2008/09**

**Location/Council District: All**

**Recommendation:** Adopt a **Resolution** adjusting the salary of the Charter Officers consistent with the management salary survey for unrepresented employees.

**Contact:** Geri Hamby, Director of Human Resources, 916-808-7173

**Department:** Human Resources

**Division:** Administration

**Organization No:** 08001011

### **Description/Analysis**

**Issue:** The City Council alone is vested with the authority to change the salary of a Charter Officer. Consistent with recent exempt management and confidential/administrative salary adjustments based on performance and equity issues, it is appropriate to review and modify the compensation of the Charter Officers. The recommendations are based on a policy foundation which places the Charter Officers within the range established by the compensation survey. Survey cities include the next three larger and smaller cities in California, local cities and counties, and large cities in the western United States. This approach was adopted by the Council as part of the unrepresented compensation recommendations of the Blue Ribbon Panel established in 2002. The control point is significant in that it insures that while the City is not at the top of salary for these officers, it remains competitive in the marketplace and rewards the incumbents for their performance as well as the complexity of the work achieved.

The recommended adjustments are as follows:

- 1) The City Manager's salary shall be increased by 4% and set at \$223,871;
- 2) The City Attorney's salary shall be increased by 4% and set at \$196,560;
- 3) The City Treasurer's salary shall not be increased since the incumbent was recently appointed in May;
- 4) The City Clerk's salary shall be adjusted by 4% and set at \$133,244.

**Policy Considerations:** Approval of this report is consistent with the City Council's policy of treating unrepresented employees consistent with represented employees and addressing management performance through market-driven, merit-based pay.

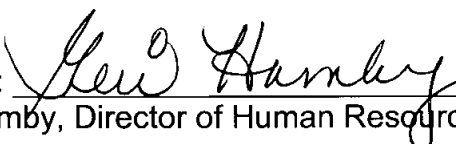
**Environmental Considerations:** Under the California Environmental Quality Act (CEQA) guidelines, continuing administrative activities do not constitute a project and are therefore exempt from review.


**Sustainability Considerations:** There are no sustainability considerations associated with this report.

**Rationale for Recommendation:** The Charter Officer salaries have not been adjusted since July of 2007. The salary survey for management employees has been updated and includes an increase to these ranges. In addition, the City Council has completed performance evaluations on the three Charter Officers indicating that their performance merits increases.

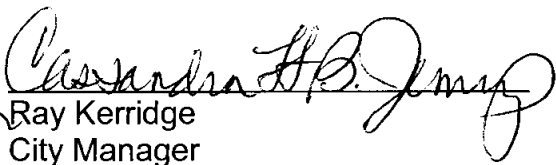
**Financial Considerations:** The increase for the salary related costs in FY2008/09 is \$21,294. The cost is within the adopted budget.

**Emerging Small Business Development (ESBD):** Not Applicable

Respectfully Submitted by:   
Geri Hamby, Director of Human Resources

Approved by:   
Cassandra H.B. Jennings, Assistant City Manager

Recommendation Approved:

  
Ray Kerridge  
City Manager

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**Attachments**

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**RESOLUTION NO.**

Adopted by the Sacramento City Council

**Charter Officer Compensation Recommendations For FY2008/09**

**BACKGROUND**

- A. The City Council is charged with setting the level of compensation for Charter Officers.
- B. Other exempt management employees will receive merit and equity adjustments effective June 21, 2008.
- C. The Charter Officers' performance evaluations have been completed and goals reviewed.
- D. The General Fund budget cost of the recommended increase is \$21,294 for FY2008/09.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. Effective June 21, 2008, the salary of the City Manager is increased to \$223,871.
- Section 2. Effective June 21, 2008, the salary of the City Attorney is increased to \$196,560
- Section 3. Effective June 21, 2008, the salary of the City Clerk is increased to \$133,244.
- Section 4. The salary of the City Treasurer will remain at \$165,006.