



REPORT TO COUNCIL

City of Sacramento

21

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

Consent
July 24, 2007

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

Title: Charter Officer Compensation Recommendations for FY2007/08

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: NA

Organization No: 1511

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.

Staff is recommending a 5% increase to salary for the City's Charter Officers as follows:

- 1) City Manager's salary is \$215,261;
- 2) City Attorney's salary is \$189,000;
- 3) City Treasurer's salary is \$178,395;
- 4) City Clerk's salary is \$128,100.

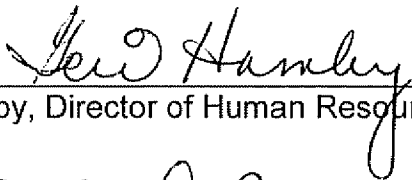
Policy Considerations: Approval of this report is consistent with the City Council's policy of treating unrepresented employees consistent with represented employees and addressing management performance through market-driven, merit-based pay.

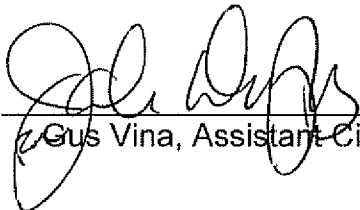
Environmental Considerations: NA

Rationale for Recommendation: The Charter Officer salaries have not been adjusted since July of 2005. 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 four Charter Officers indicating that their performance merits increases.

Financial Considerations: The FY2007/08 Approved Budget includes funding for all citywide salary and benefit increases. The increase to Charter Officer salary and benefit are approximately \$45,000.

Emerging Small Business Development (ESBD): NA

Respectfully Submitted by: 
Geri Hamby, Director of Human Resources

Approved by: 
Gus Vina, Assistant City Manager

Recommendation Approved:

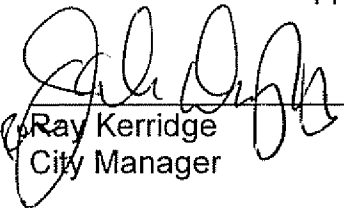

Ray Kerridge
City Manager

Table of Contents:

	Pg	1-2	Report
Attachments			
1	Pg	3	Resolution

RESOLUTION NO.

Adopted by the Sacramento City Council

Charter Officer Compensation Recommendations for FY2007/08

BACKGROUND

- A. The City Council is charged with setting the level of compensation for Charter Officers.
- B. Other exempt management employees received merit and equity adjustments effective June 23, 2007.
- C. The Charter Officers' performance evaluations have been completed and goals reviewed.
- D. The 5% increase to Charter Officer salary and benefit was budgeted in the FY2007/08 Approved Budget and is approximately \$45,000.

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

- Section 1. Effective June 23, 2007, the salary of the City Manager is \$215,261.
- Section 2. Effective June 23, 2007, the salary of the City Attorney is \$189,000.
- Section 3. Effective June 23, 2007, the salary of the City Treasurer is \$178,395.
- Section 4. Effective June 23, 2007, the salary of the City Clerk is \$128,100.