

RESOLUTION NO. 2004-902

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF **DEC 7 2004**

2005 COMPENSATION AND BENEFIT ADJUSTMENTS FOR UNREPRESENTED EMPLOYEES

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SACRAMENTO:

The following changes for the 2005 calendar year are approved:

Section 1 Exempt Classifications. Approve the attached salary schedule for unrepresented exempt classifications effective December 11, 2004. The revised salary matrix includes a 2.3% cost-of-living increase for exempt classifications in addition to placement of key management positions into new salary ranges. Placement into these new ranges does not result in an automatic adjustment to pay. Approve a \$15.00 increase in the monthly-designated Agency group insurance contribution effective December 11, 2004 which is consistent with current labor agreements.

Section 2. Confidential Classifications. Approve a 2.3% cost-of-living increase effective December 11, 2004 which is consistent with current labor agreements. Salary ranges are attached. Approve a \$15.00 increase in the monthly-designated Agency group insurance contribution effective December 11, 2004 which is consistent with current labor agreements.

HEATHER FARGO

MAYOR

ATTEST:

SHIRLEY CONCOLINO

CITY CLERK

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Proposed 2005 SHRA Exempt Classification Salary Matrix						
1	\$ 4,307	\$ 4,522	\$ 4,748	\$ 4,986	\$ 5,235	
2	\$ 4,522	\$ 4,748	\$ 4,986	\$ 5,235	\$ 5,497	Agency Counsel I
3	\$ 4,748	\$ 4,986	\$ 5,235	\$ 5,497	\$ 5,772	Supervisor
4	\$ 4,986	\$ 5,235	\$ 5,497	\$ 5,772	\$ 6,060	
5	\$ 5,235	\$ 5,497	\$ 5,772	\$ 6,060	\$ 6,363	
6	\$ 5,497	\$ 5,772	\$ 6,060	\$ 6,363	\$ 6,682	Agency Counsel II / Mgmt Analyst / PIO
7	\$ 5,772	\$ 6,060	\$ 6,363	\$ 6,682	\$ 7,016	Sr Mgmt Analyst
8	\$ 6,060	\$ 6,363	\$ 6,682	\$ 7,016	\$ 7,366	Program Manager
9	\$ 6,363	\$ 6,682	\$ 7,016	\$ 7,366	\$ 7,735	Agency Clerk
10	\$ 6,682	\$ 7,016	\$ 7,366	\$ 7,735	\$ 8,122	Agency Counsel III
11	\$ 7,016	\$ 7,366	\$ 7,735	\$ 8,122	\$ 8,528	Director Level I / Assistant Director
12	\$ 7,366	\$ 7,735	\$ 8,122	\$ 8,528	\$ 8,954	
13	\$ 7,735	\$ 8,122	\$ 8,528	\$ 8,954	\$ 9,402	
14	\$ 8,122	\$ 8,528	\$ 8,954	\$ 9,402	\$ 9,872	Director Level II
15	\$ 8,528	\$ 8,954	\$ 9,402	\$ 9,872	\$ 10,365	
16	\$ 8,954	\$ 9,402	\$ 9,872	\$ 10,365	\$ 10,884	General Counsel
17	\$ 9,402	\$ 9,872	\$ 10,365	\$ 10,884	\$ 11,428	Deputy Executive Director
18	\$ 9,872	\$ 10,365	\$ 10,884	\$ 11,428	\$ 11,999	
19	\$ 10,365	\$ 10,884	\$ 11,428	\$ 11,999	\$ 12,599	

	Minimum		Control Point		Maximum	
20	\$ 10,831		\$ 11,941		\$ 13,165	Executive Director

Proposed 2005 Confidential Classification Salary Ranges						
B	\$ 2,136	\$ 2,243	\$ 2,355	\$ 2,473	\$ 2,596	Confidential Clerk
D	\$ 2,596	\$ 2,726	\$ 2,862	\$ 3,005	\$ 3,155	Human Resources Assistant
E	\$ 2,862	\$ 3,005	\$ 3,155	\$ 3,313	\$ 3,479	Human Resources Technician
FF	\$ 3,313	\$ 3,479	\$ 3,653	\$ 3,835	\$ 4,027	Human Resources Specialist
G	\$ 3,479	\$ 3,653	\$ 3,836	\$ 4,027	\$ 4,229	Confidential Administrative Assistant
HH	\$ 4,027	\$ 4,228	\$ 4,440	\$ 4,662	\$ 4,895	Human Resources Analyst
II	\$ 4,440	\$ 4,662	\$ 4,895	\$ 5,140	\$ 5,397	Principal Human Resources Analyst

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2004-002

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DATE ADOPTED: DEC 7 2004