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RESOLUTION NO. 80-413

Adopted by The Sacramento City Council on date of

June 27, 1980

A RESOLUTION APPROVING THE CITY MANAGER'S REPORT DATED JUNE 24, 1980, RELATING TO SALARIES AND BENEFITS FOR UNREPRESENTED CITY MANAGEMENT EMPLOYEES AND MANAGEMENT EMPLOYEES OF THE SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

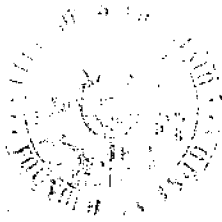
BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO AS FOLLOWS:

1. That the City Manager's report, dated June 24, 1980, as revised June 26, 1980, relating to the salaries and benefits of unrepresented City management employees and management employees of the Sacramento Housing and Redevelopment Agency is approved.
2. That the City Manager is directed to report back within sixty (60) days with criteria for awarding salary increases to unrepresented City management employees for outstanding performance.

MAYOR

ATTEST:

CITY CLERK



CITY OF SACRAMENTO
CALIFORNIA

OFFICE OF THE
CITY MANAGER

June 24, 1980

CITY HALL
915 I STREET - 95814
(916) 449-5704

REVISED - June 25, 1980

City Council
Sacramento, California

REVISED - June 26, 1980

Honorable Members in Session:

SUBJECT: 1980-81 Compensation Recommendations:

- A. Unrepresented City Management Classes
- B. Sacramento Housing and Redevelopment Agency (SHRA)
Management Classes

SUMMARY

This report, together with the attached appendicies, set forth the 1980-81 compensation recommendations for the positions covered by the Unrepresented City Management Classes and the SHRA Management Classes. ~~No recommendations are made for the City Manager or the Executive Director of the Sacramento Housing and Redevelopment Agency.~~ The City Council is requested to review, modify and/or approve the recommendations listed below.

RECOMMENDATIONS

The following salary and benefit increases are recommended for the positions covered by Unrepresented City Management Classes and the SHRA Management Classes:

1. Unrepresented City Management Classes (Appendix A)

a. Salaries:

- (1) It is recommended that a general salary adjustment of approximately 7% be granted to all Unrepresented City Management Classes.
- (2) It is recommended that additional salary adjustments be granted in order to retain or reestablish a minimum salary differential between the Manager and the Subordinate.
- (3) It is recommended that an amount equivalent to 2% of the Unrepresented Management Salaries (\$32,850) be set aside to be used, in the City Manager's discretion, for outstanding management performance. These funds would be disbursed by the City Manager in accordance with a criteria to be recommended by the staff and approved by the City Council.

b. Benefits:

No change in benefits is recommended.

c. Vehicles:

Recommendations regarding this matter are contained in a separate report.

d. Cost:

(1) 7% General	\$109,728
(2) Additional Salary Adjustments	15,396
(3) 2% Set Aside	<u>32,850</u>
	\$157,974

2. Sacramento Housing and Redevelopment Agency (SHRA) Management Classes (Appendix B)

a. Salaries:

(1) It is recommended that a general salary adjustment of approximately 7% be granted to all SHRA Management Classes.

(2) The City Manager has made no recommendations for additional adjustments for the SHRA Management Classes.

b. Benefits:

No change in benefits is recommended.

c. Cost:

7% General	\$33,048
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Respectfully submitted,

Walter J. Slupe

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City Manager

APPENDIX A

UNREPRESENTED MANAGEMENT SALARY RECOMMENDATIONS - 7% + ADJUSTMENTS

Classification	No. Of Positions	Incumbent	"E" Step of Salary Range	General Salary Increase			Special Salary Increase			Total		
				Proposed Range	Dollar Increase	Percent Increase	Proposed Range	Dollar Increase	Percent Increase	Final Proposed Range	Dollar Increase	Percent Increase
City Manager	1	W. Slipe	\$ 4,996	\$ 5,346	\$ 350	7	\$ -	\$ -	-	\$ 5,346	\$ 350	7
Ass't City Manager	1	W. Edgar	4,268	4,567	\$ 299	7	-	\$ -	-	4,567	299	7
Ass't C.M./C.D.	1	M. Mailes	4,056	4,340	284	7	-	-	-	4,340	284	7
	<u>3</u>		<u>\$ 13,320</u>	<u>\$ 14,253</u>	<u>\$ 933</u>	<u>7</u>	<u>\$ -</u>	<u>\$ -</u>	<u>-</u>	<u>\$ 14,253</u>	<u>\$ 933</u>	<u>7</u>
<u>Department Heads</u>												
City Engineer	1	R. Parker	\$ 4,056	\$ 4,340	\$ 284	7	\$ -	\$ -	-	\$ 4,340	\$ 284	7
City Clerk	1	L. Magana	2,616	2,799	183	7	-	-	-	2,799	183	7
Director of Finance	1	J. Crist	3,644	3,900	256	7	-	-	-	3,900	256	7
City Treasurer	1	T. Friery	3,644	3,900	256	7	-	-	-	3,900	256	7
Director of Employee Rel.	1	S. Lakich	3,644	3,900	256	7	-	-	-	3,900	256	7
Director of Personnel	1	D. Giles	3,644	3,900	256	7	-	-	-	3,900	256	7
Planning Director	1	M. VanDuyn	3,384	3,621	237	7	3,900	279	8	3,900	516	15
Police Chief	1	J. Kearns	4,056	4,340	284	7	-	-	-	4,340	284	7
Director of Comm. Serv.	1	S. Wisham	3,753	4,016	263	7	-	-	-	4,016	263	7
Gen. Mgr - Comm. Center	1	S. Burns	3,644	3,900	256	7	-	-	-	3,900	256	7
City/County Librarian	1	M. Martelle	3,505	3,751	246	7	-	-	-	3,751	246	7
City Attorney	1	J. Jackson	4,056	4,340	284	7	-	-	-	4,340	284	7
Data Processing Mgr	1	J. Puthuff	3,384	3,621	237	7	3,654	33	1	3,654	270	8
Fire Chief	1	W. Powell	3,753	4,016	263	7	-	-	-	4,016	263	7
	<u>14</u>		<u>\$ 50,783</u>	<u>\$ 54,344</u>	<u>\$3,561</u>	<u>7</u>	<u>\$ 7,554</u>	<u>\$ 312</u>	<u>4</u>	<u>\$ 54,656</u>	<u>\$3,873</u>	<u>8</u>
<u>Ass't Dept. Heads</u>												
Ass't City Engineer	1	J. Varozza	\$ 3,505	\$ 3,750	\$ 245	7	\$ 3,826	\$ 76	2	\$ 3,826	\$ 321	9
Ass't Director of Fin.	1	F. Mugartegui	3,033	3,245	212	7	3,300	55	2	3,300	267	9
Ass't City Treasurer	1	D. Sperling	2,103	2,250	147	7	2,463	213	10	2,463	360	17
Ass't Dir. of Comm Serv	1	E. Linggi	3,033	3,245	212	7	3,300	55	2	3,300	267	9
Ass't Mgr. Comm Center	1	L. Zerilli	2,905	3,108	203	7	-	-	-	3,108	203	7
Ass't City Attorney	1	T. Kobey	3,505	3,750	245	7	3,826	76	2	3,826	321	9
	<u>6</u>		<u>\$ 18,084</u>	<u>\$ 19,348</u>	<u>\$1,264</u>	<u>7</u>	<u>\$16,715</u>	<u>\$ 475</u>	<u>3</u>	<u>\$ 19,823</u>	<u>\$1,739</u>	<u>10</u>

Classification	No. Of Positions	Incumbent	"E" Step of Salary Range	General Salary Increase			Special Salary Increase			Total		
				Proposed Range	Dollar Increase	Percent Increase	Proposed Range	Dollar Increase	Percent Increase	Final Proposed Range	Dollar Increase	Percent Increase
<u>Division Chiefs</u>												
Dep. City Engineer	1	M. Johnson	\$ 3,384	\$ 3,621	\$ 237	7	\$ 3,756	\$ 135	4	\$ 3,756	\$ 372	11
Exec. Dir. - Museum	1	J. Henley	2,363	2,529	166	7	-	-	-	2,529	166	7
Exec. Dir. - Arts	1	W. Moskin	2,363	2,529	166	7	-	-	-	2,529	166	7
Exec. Dir. - Crocker	1	R. West	2,740	2,881	141	5	-	-	-	2,881	141	5
	<u>4</u>		<u>\$ 10,850</u>	<u>\$ 11,560</u>	<u>\$ 710</u>	<u>6</u>	<u>\$ 3,756</u>	<u>\$ 135</u>	<u>4</u>	<u>\$ 11,695</u>	<u>845</u>	<u>8</u>
<u>Other</u>												
Citizens Ass't Officer	1	W. Thompson	\$ 2,905	\$ 3,108	\$ 203	7	\$ -	-	-	\$ 3,108	\$ 203	7
Public Info Officer	1	E. Goldman	2,500	2,675	175	7	-	-	-	2,675	175	7
<u>Sr. Mgt. Analysts</u>	4											
		D. Breninger	2,616	2,799	183	7	-	-	-	2,799	183	7
		G. Hatfield	2,616	2,799	183	7	-	-	-	2,799	183	7
		A. Plescia	2,616	2,799	183	7	-	-	-	2,799	183	7
		W. Redmond	2,616	2,799	183	7	-	-	-	2,799	183	7
Assoc. Mgt. Analyst	1	J. Whitehead	2,103	2,252	149	7	-	-	-	2,252	149	7
Assist. Mgt. Analyst*	0	-	(1,749)	(1,871)	(122)	(7)	(1,919)	(48)	(2)	(1,919)	(170)	9
Assoc. Invest. Officer	1	K. Bealer	2,337	2,463	126	5	-	-	-	2,463	126	5
Employee Relation Rep II	1	D. Bonebrake	2,363	2,528	165	7	2,548	20	1	2,548	185	8
Employee Relation Rep I*	0	-	(2,012)	(2,153)	(141)	(7)	-	-	-	(2,153)	(141)	(7)
Dep. City Attorney IV	1	L. Savage	3,384	3,621	237	7	3,654	33	1	3,654	270	8
Dep. City Attorney II	2											
		D. Benjamin	3,033	3,245	212	7	3,300	55	2	3,300	267	9
		S. Jackson	3,033	3,245	212	7	3,300	55	2	3,300	267	9
Dep. City Attorney III	3											
		W. Carnazzo	2,616	2,799	183	7	2,851	52	2	2,851	235	9
		S. Gilbert	2,616	2,799	183	7	2,851	52	2	2,851	235	9
		S. Nocita	2,616	2,799	183	7	2,851	52	2	2,851	235	9
Dep. City Attorney I*	0	-	(2,201)	(2,355)	(154)	(7)	(2,399)	(44)	(2)	(2,399)	(198)	(9)

Classification	No. of Positions	Incumbent	"E" Step of Salary Range	General Salary Increase			Special Salary Increase			Total		
				Proposed Range	Dollar Increase	Percent Increase	Proposed Range	Dollar Increase	Percent Increase	Final Proposed Range	Dollar Increase	Percent Increase
Supv. W-C Claims Rep	1	M. Griffin	\$ 2,099	\$ 2,246	\$ 147	7	\$ 2,288	\$ 42	2	\$ 2,288	\$ 189	9
Admin. Ass't to Mayor I	1	M. McCormick	1,749	1,872	123	7	-	-	-	1,872	123	7
Admin. Ass't to Mayor II*	0	-	(2,103)	(2,224)	(121)	(7)	-	-	-	(2,224)	(121)	(7)
	<u>18</u>		<u>\$ 43,818</u>	<u>\$ 46,848</u>	<u>\$3,030</u>	<u>7</u>	<u>\$23,643</u>	<u>\$ 361</u>	<u>2</u>	<u>\$ 47,209</u>	<u>\$ 3,391</u>	<u>8</u>
TOTALS	<u>44</u>		<u>\$136,855</u>	<u>\$146,353</u>	<u>\$9,498</u>	<u>7</u>	<u>\$51,668</u>	<u>\$ 1,283</u>	<u>2</u>	<u>\$147,636</u>	<u>\$10,781</u>	<u>8</u>

*Not included in totals since there are no incumbents

SHRA MANAGEMENT SALARIES

Classification	No. of Positions	Incumbent	"E" Step of Salary Range	General Salary Increase		
				Proposed Range	Dollar Increase	Percent Increase
Executive Director	1	W. Seline	\$ 3,959	\$ 4,238	\$ 279	7%
Chief Counsel	1	B. Bleier	3,500	3,746	246	7%
Deputy Director	1	R. Roche	3,366	3,602	236	7%
Agency Attorney III	1	G. Beattie	3,000	3,210	210	7%
Ass't Director - Finance	1	B. Czoberek	2,883	3,085	202	7%
Ass't Director - Real Estate	1	R. Wagaman	2,758	2,952	194	7%
Ass't Director - Research & Dev.	1	L. Goto	2,758	2,952	194	7%
Project Manager	1	T. Leonard	2,714	2,905	191	7%
Ass't Director - Mgt. & Maint.	1	C. Tregellas	2,626	2,810	184	7%
Staff Attorney II	1	J. Abbott	2,545	2,725	180	7%
Chief of Comm. Services	1	M. Capitano	2,491	2,666	175	7%
Chief of Housing Mgt. & Maint.	1	W. Smith	2,380	2,548	168	7%
Staff Attorney I (1)	0	---	(2,231)	(2,389)	(158)	7%
Director - Nutrition	1	D. Borowiak	2,193	2,347	154	7%
	13		\$37,173	\$39,786	\$2,613	7%
Secretary to the Exec. Dir. (2)	1	G. Siefkin	1,440	1,581	141	9.7%
Totals	14		\$38,613	\$41,367	\$2,754	7%

(1) Not included in totals since there are no incumbents.

(2) This is a confidential position and therefore receives the following negotiated confidential benefits:

- (a) 9.7% salary increase
- (b) Up to \$126.58 for health and welfare benefits
- (c) City payment of one-half the price of a SRTD bus pass