

**APPROVED**  
BY THE CITY COUNCIL

**NOV 13 1997**

OFFICE OF THE  
CITY CLERK



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OFFICE OF THE  
CITY MANAGER

CITY OF SACRAMENTO  
CALIFORNIA

CITY HALL  
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915 I STREET  
SACRAMENTO, CA  
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November 3, 1997

City Council  
Sacramento, California

Honorable Members in Session:

**SUBJECT: SALARY ADJUSTMENTS FOR CHARTER OFFICERS**

**LOCATION AND COUNCIL DISTRICT:** Citywide

**STAFF RECOMMENDATION:**

It is recommended that the City Council approve the Resolutions attached to this report.

**CONTACT PERSON:** William H. Edgar, City Manager - 264-5704

**FOR COUNCIL MEETING OF:** November 13, 1997 (afternoon)

**BACKGROUND INFORMATION AND RECOMMENDATION:**

As you recall during my annual evaluation by the City Council, the issue of compensation for the Charter Officers was discussed. The issue was raised because some Charter Officers had requested an increase in compensation and, in addition, some concern was expressed because increases were granted certain subordinate positions by some Charter Officers which raised questions about equity across the City organization. You asked that I meet and discuss these matters with the Charter Officers in an effort to reach consensus on recommendations that we could present for your consideration. We have met and discussed these issues and have agreed as follows:

1. City Attorney: Increase in salary from \$9,710 per month to \$10,115 per month effective 11/22/97.
2. City Treasurer: Increase in salary from \$8,382 per month to \$9,170 per month effective 11/22/97.
3. City Clerk: Increase in salary from \$6,493 per month to \$7,145 per month effective 11/22/97.

We also agreed that the salary of the City Clerk was low when compared with the other management salaries of the City. We believe that the City Council should review this matter again at the beginning of the next fiscal year and consider a further adjustment at that time.

Finally, we agreed that salary increases for subordinate management personnel, under the authority granted by the City Council, will be reviewed by all Charter Officers before implementation occurs. This review and consultation process is limited to proposed salary increases which would result in the proposed increase surpassing a salary level which was traditionally higher.

You will note that I have not requested nor do I want an additional salary increase for myself beyond which has already been granted. As I have previously indicated, I would prefer, with your concurrence, to be able to take more of my earned leave than I have in the past rather than losing it at the end of the year. As you probably realize, many of your management personnel either lose or donate large amounts of leave time at the end of the year due to the press of City business. At this time in my career, I would prefer to work out a situation where I could take some of my earned leave during the first part of the year (January 15-April 15). This would amount to 10-12 days spread over a three month period at a rate of one day per week. If this seems reasonable, this arrangement would be an accommodation that I would personally appreciate.

Finally, I believe it is the collective opinion of your Charter Officers that the City Council has been considerate regarding adjustments for management compensation over the past two years when we have been able to stabilize the budget.

**COMMITTEE/COMMISSION ACTION:**

Not applicable.

**FINANCIAL CONSIDERATIONS:**

The cost of these recommendations would be appropriated from the General Fund Administrative Contingency and amount to \$13,838 for the 1997-98 fiscal year and \$22,140 annually thereafter.

**POLICY CONSIDERATIONS:**

Approval of the recommendations contained in this report would be consistent with past City Council policy of paying Charter Officers based upon performance reviews by the City Council.

**MBE/WBE EFFORTS:**

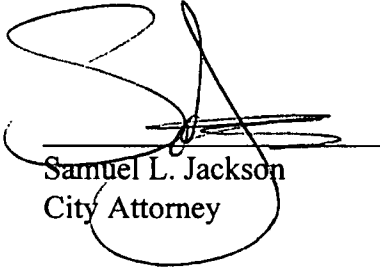
Not applicable.

Respectfully submitted,

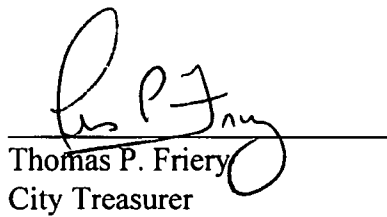


William H. Edgar  
City Manager

**CONCUR:**



Samuel L. Jackson  
City Attorney



Thomas P. Friery  
City Treasurer



Valerie Burrowes  
City Clerk

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**NOV 13 1997**

OFFICE OF THE  
CITY CLERK

**RESOLUTION NO. 97-623**

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF \_\_\_\_\_

A RESOLUTION APPROVING THE CITY MANAGER'S REPORT  
DATED NOVEMBER 3, 1997, RELATING TO SALARY ADJUSTMENTS  
FOR CERTAIN CHARTER OFFICERS

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

The City Manager's report dated November 3, 1997, relating to salary adjustments for certain Charter Officers is hereby approved in full.

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

\_\_\_\_\_  
**FOR CITY CLERK USE ONLY**

RESOLUTION NO.: \_\_\_\_\_

DATE ADOPTED: \_\_\_\_\_

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APPROVED  
BY THE CITY COUNCIL

NOV 13 1997

OFFICE OF THE  
CITY CLERK

**RESOLUTION NO. 97-624**

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF \_\_\_\_\_

A RESOLUTION AMENDING RESOLUTION NO. 96-232  
RELATING TO SALARY SCHEDULES

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT  
RESOLUTION NO. 96-232 IS HEREBY AMENDED EFFECTIVE NOVEMBER 22, 1997  
AS FOLLOWS:

Section 1. Salary Schedules

City Attorney	\$10,115 per month
City Treasurer	\$ 9,170 per month
City Clerk	\$ 7,145 per month

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: \_\_\_\_\_

DATE ADOPTED: \_\_\_\_\_ 5