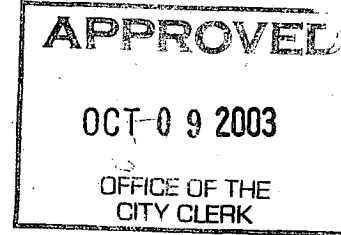


3.9



October 2, 2003

City Council
Sacramento, California

Honorable Members in Session

SUBJECT: Compensation Recommendation for Charter Officers

LOCATION/COUNCIL DISTRICT:

Citywide

RECOMMENDATION:

It is recommended that the City Council adopt a Resolution approving a two percent (2%) discretionary salary increase for the City Manager, City Attorney and City Treasurer.

CONTACT PERSON:

Terrence L. Woods, Director of Human Resources, 808-7728

FOR COUNCIL MEETING OF:

October 9, 2003 (Afternoon session)

SUMMARY:

This report recommends that the City Council approve a discretionary salary adjustment of 2% for the City Manager, City Attorney and City Treasurer. It is further recommended that a decision to adjust the salary of the vacant position of City Clerk be deferred until a permanent appointment to that position is made. If approved, the action will be consistent with the salary adjustment plan approved by the City Council for other unrepresented employees.

COMMITTEE/COMMISSION ACTION:

As a result of its June 17, 2003 meeting, the Personnel and Public Employees Committee recommended a salary adjustment plan for unrepresented employee compensation. The plan proposed a discretionary salary increase of up to 2% for unrepresented exempt management and confidential/administrative employees. As submitted to the Committee, the plan excluded the Charter Officers.

BACKGROUND INFORMATION:

On June 24, 2003, the City Council approved a discretionary salary adjustment plan, which authorized increases of up to 2% for exempt management and confidential/administrative employees. In recognition of Council's authority to establish rates of pay for the Charter Officers, those four unrepresented positions were excluded from the plan. This report recommends that City Council grant a 2% adjustment to the City Manager, City Attorney and City Treasurer, to be effective the pay period in which the City Council approves this recommendation. If approved, this action will continue Council's historic practice of granting salary adjustments for Charter Officers consistent with those adjustments authorized for other unrepresented exempt management positions. It is further recommended that a decision to adjust the salary of the position of City Clerk be deferred pending permanent appointment to this position.

FINANCIAL CONSIDERATIONS

The annualized cost, including payroll burden, is approximately \$14,000. The Operating Budget for Fiscal Year 2003-2004 contains funding to cover the cost associated with this recommendation.

ENVIRONMENTAL CONSIDERATIONS

This report covers a personnel compensation issue. There are no proposals or projects that would potentially effect the environment as stated in related provisions of the California Environmental Quality Act.

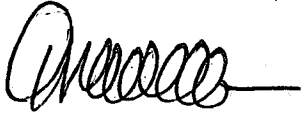
POLICY CONSIDERATIONS

This report, and the proposals contained herein, promotes the City Council's intent as stated in our Strategic Plan. Specifically, the guiding principals include a commitment to attract, retain, and develop a highly qualified and diverse workforce.

ESBD CONSIDERATIONS

None applicable

Respectfully Submitted,



TERRENCE L. WOODS
Director of Human Resources

Recommendation Approved:



ROBERT P. THOMAS
City Manager

Attachment

TABLE OF CONTENTS

- 1) Resolution approving the City Manager Report dated October 2, 2003 - PG 4

RESOLUTION NO. 2003-703
ADOPTED BY THE SACRAMENTO CITY COUNCIL



ON DATE OF _____

A RESOLUTION APPROVING THE CITY MANAGER'S REPORT DATED OCTOBER 2, 2003,
RECOMMENDING A COMPENSATION CHANGE FOR CHARTER OFFICERS.

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

The City Manager's report dated October 2, 2003, recommending a discretionary salary increase of two percent (2%) for the City Manager, City Attorney and City Treasurer, to be effective the pay period this Resolution is adopted, is hereby approved in full.

MAYOR

ATTEST:

CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____