

Meeting Date: 12/1/2015

Report Type: Consent

Report ID: 2015-01093

Title: Compensation Adjustment for City Auditor and City Clerk Positions

Location: Citywide

Recommendation: Pass a Motion approving a 2% salary increase for the City Auditor and City Clerk.

Contact: Barbara Dillon, Interim Director, (916) 808-7173, Human Resources

Presenter: None

Department: Human Resources

Division: HR Administration

Dept ID: 08001011

Attachments:

1-Description/Analysis

City Attorney Review

Approved as to Form
Sandra Talbott
11/24/2015 5:08:17 PM

Approvals/Acknowledgements

Department Director or Designee: Barbara A. Dillon - 11/24/2015 3:36:19 PM

Description/Analysis

Issue Detail: The City Council evaluated the performance of the City Auditor and City Clerk in November 2015. Effective June 27, 2015, other management and Charter positions, including the City Auditor and City Clerk, received a 1% salary increase to offset an increase to the PERS contribution of 1% for a total of an 8% member contribution. In recognition of the employees' accomplishments and outstanding performance, the City Council desires to adjust the compensation of the City Auditor and City Clerk to reflect a 2% salary increase effective December 12, 2015. These compensation adjustments do not exceed the salary range for the associated position.

Policy Considerations: The City Council may adjust the salary of appointive officers upon evaluation of performance.

Economic Impacts: None.

Environmental Considerations: Under the California Environmental Quality Act (CEQA) guidelines, continuing administrative activities do not constitute a project and are therefore exempt from review.

Sustainability: Not applicable.

Commission/Committee Action: None.

Rationale for Recommendation: From time to time, the City Council may review the performance of its appointive officers and recommend a compensation adjustment for outstanding performance.

Financial Considerations: The City Auditor and City Clerk positions are existing budgeted full-time equivalent positions. In the current year, the departments will cover the costs associated with this change. The Auditor and Clerk's budgets will be adjusted to reflect the adjusted compensation in the Fiscal Year 2016/17 Proposed Budget.

Local Business Enterprise (LBE): Not applicable.