



## REPORT TO COUNCIL City of Sacramento

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CONSENT  
November 22, 2005

Honorable Mayor and  
Members of the City Council

**Subject:** Charter Officer Compensation Recommendations For 2005

**Location/Council District:** Citywide

**Recommendation:**

Adopt a resolution adjusting the salary of the Charter Officers consistent with the management salary survey recently adopted for unrepresented employees.

**Contact:** Dee Contreras, Director of Labor Relations, 808-5424

**Presenters:** Dee Contreras, Director of Labor Relations

**Department:** Office of Labor Relations

**Division:** Not applicable

**Organization No.:** 1610

**Summary:**

- 1) The City Manager's salary shall be increased by 10% and set at 105% of the control point (\$208,900);
- 2) The City Attorney's salary shall be increased by 10% and set at 108% of the control point (\$182,800);
- 3) The City Treasurer's salary shall be tied to the Assistant City Manager salary range (\$119,042-178,562); and, increased by 10% and set at 114% of control point (\$169,900); and

- 4) The City Clerk's salary shall be adjusted by 10% and set at 108% of the control point (\$122,000).

**Committee/Commission Action:** None

**Background Information:**

The City Council alone is vested with the authority to change the salary of a Charter Officer. Consistent with recent exempt management and confidential/administrative salary adjustments based on performance and equity issues, it is appropriate to review and modify the compensation of the Charter Officers. The recommendations are based on a policy foundation which places the Charter Officers within the range established by the compensation survey, and between 105% and 114% of the control point. Survey cities include the next three larger and smaller cities in California, local cities and counties, and large cities in the western United States. This approach was adopted by the Council as part of the unrepresented compensation recommendations of the Blue Ribbon Panel established in 2002. The control point is significant in that it insures that while the City is not at the top of salary for these officers it remains competitive in the marketplace and rewards the incumbents for their performance as well as the complexity of the work achieved.

The City of Sacramento is the eleventh largest employer in the region and was voted as the best large public employer in the region last year. Through the leadership of the Charter Officers Sacramento has maintained a fiscally sound budget process while addressing both infrastructure needs and customer service demands. More than 80% of employees in the City have identified it as a great place to work; more than 80% of customers have reported satisfaction with City services; the City has developed a reserve for economic uncertainty which allows it to manage difficult financial times without resorting to crisis responses. The City continues to develop at a rapid pace using sensitive planning, smart growth principles and development goals, creating friendly, livable communities.

**Financial Considerations:**

The increase for the salary related costs in 2005-06 fiscal year is \$90,000. The cost is within the adopted budget.

**Environmental Considerations:** Not applicable

**Policy Considerations:**

Approval of this report is consistent with the City Council's policy of treating unrepresented employees consistent with represented employees and addressing management performance through market-driven, merit-based pay.

ESBD Considerations: Not applicable

Submitted by:   
Dee Contreras  
Director of Labor Relations

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**RESOLUTION NO.**

**Adopted by the Sacramento City Council  
November 22, 2005**

**Charter Officer Salary Recommendations For 2005-06**

**BACKGROUND**

- A. The City Council is charged with setting the level of compensation for Charter Officers.
- B. Other exempt management employees received merit and equity adjustments effective June 25, 2005.
- C. The Charter Officers' performance evaluations have been completed and goals reviewed.
- D. The general fund budget cost of the recommended increase is \$90,000 for fiscal year 2006.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL  
RESOLVES AS FOLLOWS:**

Section 1. Effective June 25, 2005, the salary of the City Manager is increased to \$208,900; the salary of the City Attorney is increased to \$182,800; the salary of the City Treasurer is increased to \$169,900; and the salary of the City Clerk is increased to \$122,000.