City Manager Salary Review and Amendment to Management/Non-Represented Employment Resolution

RECOMMENDATIONS:

Council:

1. Adopt the facilitator’s recommendation to increase the City Manager’s salary by 5% for a Cost of Living Adjustment (COLA) and 5% for a merit increase, and;

DISCUSSION:

On June 28, 2007, the City Council provided the City Manager with his annual performance review. The review was facilitated by Dr. Bill Mathis, of Mathis Associates. Based on the review provided by the Council, the facilitator is recommending the City Manager’s salary be increased by 10%. This recommendation is based on awarding a cost of living adjustment (COLA) of 5%, consistent with the COLA all City employees received on July 1, 2007, and a merit increase of 5% based on the City Manager’s successful job performance.

Additionally, on July 1, 2007, consistent with previous employee negotiations, all miscellaneous employees moved to the 2.5% @ 55 retirement plan. Per negotiations, all employees are required to pay 2.15% of salary towards this plan.

On June 26, 2007, the Council adopted Resolution 2007-066, updating the salaries and benefits for the management/non-represented employees. This Resolution needs to be replaced to reflect the changes to the City Manager’s salary and the change in pension plans for management, confidential and non-represented employees. The attached Draft Resolution will make the changes recommended in this report.
FISCAL IMPACT:

The additional cost of the City Manager’s salary and the retirement plan has been budgeted for in the 2007-09 budget.

ALTERNATIVES:

Increase the City Manager’s salary by a different amount.

ATTACHMENT:

Draft Resolution