



DATE: October 1, 2014

TO: Honorable Mayor and City Councilmembers

FROM: Human Resources Department

SUBJECT: **ADOPTION OF A RESOLUTION APPROVING AND IMPLEMENTING SALARY RANGES FOR EXECUTIVE CLASSIFICATIONS REPORTING TO THE CITY MANAGER AND AUTHORIZING THE CITY MANAGER TO IMPLEMENT EXECUTIVE SALARY ADJUSTMENTS WITHIN THE RANGE AT HIS DISCRETION**

SYNOPSIS

Staff recommends that the City Council adopt a resolution approving and implementing salary ranges for Executive classifications reporting to the City Manager and authorizing the City Manager to implement Executive salary adjustments within the range at his/her discretion.

BACKGROUND

Executive salaries are currently a defined amount, not subject to a salary range, and written into the Employment Agreements between the City and the employee.

In order to provide the City Manager with latitude to compensate Executive staff based solely on performance and merit, not time in grade, salary ranges should be established. Adjustments, when made, will be done by Employment Agreement amendments.

ANALYSIS

A salary survey was recently conducted of similar sized jurisdictions in San Diego County and a recommendation was made to create salary ranges which are competitive with other agencies with the goal of retaining and recruiting highly qualified individuals. The proposed salary ranges are included as Attachment A.

FISCAL IMPACT

None with this action.

COMMISSION OR COMMITTEE REPORT

Does not apply.

CITY ATTORNEY'S ANALYSIS

The referenced documents have been reviewed by the City Attorney and approved as to form.

RECOMMENDATION

Staff recommends that the City Council adopt a resolution approving and implementing salary ranges for Executive classifications reporting to the City Manager and authorizing the City Manager to implement Executive salary adjustments within the range at his/her discretion.

PREPARED BY:


Patricia Nunez
Human Resources Director

SUBMITTED BY:


Steven R. Jepsen
City Manager

Attachment

REVIEWED BY:

Michelle Skaggs Lawrence, Assistant City Manager

James Riley, Financial Services Director




Director Salary Ranges

October 1, 2014

CLASSIFICATION	Suggested Range	
	LOW	HIGH
Assistant City Manager	\$12,030	\$16,040
Development Services Director	\$10,530	\$14,040
Financial Services Director	\$10,530	\$14,040
Fire Chief	\$12,030	\$16,040
Housing & Neighborhood Services Director	\$10,530	\$14,040
Human Resources Director	\$10,145	\$13,525
Library Director	\$10,145	\$13,525
Police Chief	\$12,030	\$16,040
Public Works Director	\$11,675	\$15,570
Water Utilities Director	\$11,675	\$15,570

1 RESOLUTION NO. _____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
3 OCEANSIDE APPROVING AND IMPLEMENTING SALARY
4 RANGES FOR EXECUTIVE CLASSIFICATIONS REPORTING
5 TO THE CITY MANAGER

6 WHEREAS, executive salary adjustments have not occurred in the City of Oceanside
7 since 2010; and

8 WHEREAS, a salary survey has been conducted to compare salaries of jurisdictions
9 within San Diego County of of similar size to Oceanside; and

10 WHEREAS, executive salary ranges have been developed based upon the results of said
11 survey.

12 NOW, THEREFORE, the City Council of the City of Oceanside does resolve as follows:

13 1. The foregoing recitations are true and correct.

14 2. The executive salary ranges dated October 1, 2014, attached to the staff report for
15 this item are hereby approved.

16 3. The City Manager is authorized to fix the compensation for executives within the
17 approved ranges though the execution of employment agreements approved as to form by the
18 City Attorney.

19 PASSED AND ADOPTED by the City Council of the City of Oceanside, California, this
20 _____ day of _____, 2014, by the following vote:

21 AYES:

22 NAYS:

23 ABSENT:

24 ABSTAIN:

25 _____
26 Mayor, City of Oceanside

27 ATTEST:

28 APPROVED AS TO FORM:

City Clerk


City Attorney