



CITY OF LODI
COUNCIL COMMUNICATION

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AGENDA TITLE: Adopt Resolution approving reclassification and salary adjustment for City Engineer and equity pay adjustment for Public Works Director

MEETING DATE: May 16, 2007

PREPARED BY: City Manager's Office

RECOMMENDED ACTION: Adopt Resolution approving reclassification and salary adjustment for City Engineer and equity pay adjustment for Public Works Director.

BACKGROUND INFORMATION: The City Engineer salary was recently reviewed in relation to comparable salaries from other cities. If an open recruitment were conducted for the City Engineer, it would be evident that the market for City Engineers is extremely competitive. Many of the positions advertised in current job recruitment publications are for engineers at many different levels with salary ranges that exceed the City of Lodi's pay range for this position. The demand for engineers is high and in order to retain the position it is recommended that the salary range be adjusted to reflect market conditions.

The current pay range for Lodi's City Engineer is \$7,479 - \$9,091 per month. The attached salary survey is indicative of the need to adjust the monthly salary for this position to a range of \$8,629 - \$10,488 per month (a 15% increase). If Council agrees with the recommendation to adjust the salary range for the City Engineer, then it would be appropriate to adjust the salary range of the Public Works Director to allow for an appropriate differential between the two positions. A nine percent (9%) differential between the two would result in a salary of \$11,427 per month for the Public Works Director. The current high point for the Public Works Director is \$11,019 assuming the Council approves the proposed cost adjustment of K-1. Increasing the high point salary to \$11,427 would be a 4% increase for the Public Works Director.

Staff recommends that the City Engineer salary range be adjusted to \$8,629-\$10,488 (annual salary of \$125,856) and that the Public Works Director salary control point be adjusted to \$10,517 (annual salary of \$126,204) and that the high point be adjusted to \$11,427 per month (annual salary of \$137,118).

FISCAL IMPACT: The annual cost for both of these salary adjustments is approximately \$13,000 and the cost for 2006-07 is estimated at \$2,100.

FUNDING AVAILABLE: There are sufficient funds available in the Public Works Department budget to accommodate these adjustments in fiscal year 2006-07

Approved:

 Jim Krueger, Deputy City Manager

Attachment

APPROVED:

 Blair King, City Manager

City Engineer Survey

	Min. Mo. Salary	Max. Mo. Salary
Fairfield, City of	\$ 9,394	\$ 11,419
Galt, City of	\$ 8,229	\$ 10,003
Manteca, City of	\$ 9,642	\$ 11,719
Modesto, City of	\$ 7,822	\$ 9,531
Ripon, City of	\$ 8,992	\$ 10,930
Roseville, City of	\$ 8,288	\$ 11,106
Tracy, City of	\$ 8,320	\$ 10,113
Turlock, City of	\$ 7,519	\$ 9,138
Vacaville, City of	\$ 8,587	\$ 10,438

City of Lodi	\$ 7,480	\$ 9,092
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High	Surveyed	\$ 11,719
Low	Surveyed	\$ 9,138
Mean	Surveyed	\$ 10,489

Difference Mean vs. Lodi \$ 1,397
 Difference as percent 15.36%

Recommended Range for Lodi

\$8,629 \$ 10,488

RESOLUTION NO. 2007-____

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING RECLASSIFICATION AND SALARY
ADJUSTMENT FOR CITY ENGINEER AND EQUITY
PAY ADJUSTMENT FOR PUBLIC WORKS DIRECTOR

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council hereby approves the salary range adjustment for City Engineer as follows:

\$8,629 to \$10,488

BE IT FURTHER RESOLVED that the Public Works Director salary control point be adjusted as follows:

	Proposed Annual	
	Control Point	High Point
	\$10,517	\$11,427

Dated: May 16, 2007

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I hereby certify that Resolution No. 2007-____ was passed and adopted by the City Council of the City of Lodi in a regular meeting held May 16, 2007, by the following vote:

- AYES: COUNCIL MEMBERS –
- NOES: COUNCIL MEMBERS –
- ABSENT: COUNCIL MEMBERS –
- ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL
City Clerk