



**CITY OF LODI  
COUNCIL COMMUNICATION**

**AGENDA TITLE:** Adopt Resolution Approving Control Point Adjustments for Executive Management and Cost of Living Adjustments for Unrepresented Mid-Managers.

**MEETING DATE:** May 2, 2007

**PREPARED BY:** City Manager's Office

**RECOMMENDED ACTION:** Adopt Resolution approving control point adjustments for Executive Management and cost of living adjustments for unrepresented Mid-Managers.

**BACKGROUND INFORMATION:** The primary purpose of the system used by the City to compensate Executive Management and unrepresented Mid-Managers is to provide a system to recruit and retain the best available talent available and to provide incentives for peak performance. In order for that purpose to be fulfilled, pay ranges need to be competitive with other jurisdictions.

The pay system used for executive managers includes the use of control pay points as the benchmark for comparison with other jurisdictions and to provide uniformity of pay within those various positions. The pay ranges for the positions covered within this system are set at the control pay point and may vary 10% above or below this control point. Control pay points are used in place of the range and steps used for other city employees. The control pay points for all employees in this class (department heads) have not been adjusted since July, 2004. Council recently approved a cost of living increase of 4% for the Lodi City Mid Management Association (LCMMA). The following table shows the current control and high points and what those control and high points would be with a 4% cost of living adjustment. This proposal provides pay increases for those Executive Management positions that have not received any increases since July, 2004 (Police Chief and Fire Chief). The following shows these adjustments:

	Current Annual		Proposed Annual	
	Control Point	High Point	Control Point	High Point
Police Chief	119,592	131,844	124,376	137,118
Fire Chief	112,872	124,440	117,387	129,418
Community Center Director	91,932	101,364	95,609	105,170
Community Development Director	113,628	127,890*	118,173	133,006
Deputy City Manager	108,432	119,556	112,769	124,338
Electric Utility Director	127,560	154,535*	132,662	160,716
Parks and Recreation Director	112,608	124,140	117,112	129,106

\* The high points have been adjusted to reflect the employment contracts for these two positions.

Unrepresented mid-management employees have not received any cost of living increases since January, 2005 and are also recommended to receive a 4% cost of living increase at this time. This later group includes: Deputy City Attorney, Finance Division Manager, Budget Division Manager and Management Analysts I and II in the Human Resources- Risk Management Division. It is proposed that this last group receive a 4% cost of living increase that would be added to their current salary amount.

APPROVED: \_\_\_\_\_  
Blair King, City Manager

For both the Executive Managers and Mid-Management employees, it is proposed that the pay adjustments be made retroactive back to January 1, 2007.

**FISCAL IMPACT:** The annual cost for a 4% increase for the Police Chief, Fire Chief and the Public Works Director is \$23,000 and for the unrepresented mid-managers the annual cost is \$35,000. The cost for this fiscal year (2006-07) is estimated to be \$11,500 for Executive Management and \$17,500 for unrepresented mid-management

**FUNDING AVAILABLE:** There are sufficient funds available in the departmental budgets to accommodate these adjustments.

Approved:

Approved:

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Kirk Evans, Budget Manager

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Jim Krueger, Deputy City Manager

RESOLUTION NO. 2007-\_\_\_\_\_

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING CONTROL POINT ADJUSTMENTS FOR VARIOUS EXECUTIVE MANAGEMENT POSITIONS, AND COST OF LIVING ADJUSTMENTS FOR TWO EXECUTIVE MANAGEMENT POSITIONS AND VARIOUS UNREPRESENTED MID-MANAGERS

WHEREAS, it is the policy of the City Council to provide fair and equitable compensation to employees for their services consistent with their qualifications, responsibilities, and performance; and

WHEREAS, the City Manager recommends adjusting the Control Points on the following Executive Management positions:

	<b>Proposed Annual</b>	
	<b>Control Point</b>	<b>High Point</b>
Police Chief	124,376	137,118
Fire Chief	117,387	129,418
Community Center Director	95,609	105,170
Community Development Director	118,173	133,006
Deputy City Manager	112,769	124,338
Electric Utility Director	132,662	160,716
Parks and Recreation Director	117,112	129,106

WHEREAS, the City Manager further recommends granting the positions of Police Chief and Fire Chief a 4% cost of living increase due to the fact that they have not received any salary increases since July, 2004; and

WHEREAS, the City Manager also recommends a 4% cost of living increase for unrepresented mid-management employees who have not received any cost of living increases since January, 2005, i.e. Deputy City Attorney, Finance Division Manager, Budget Division Manager and Management Analysts I and II in the Human Resources-Risk Management Division, which would be added to their current base salary.

WHEREAS, the City Manager recommends that for both the Executive Managers and Mid-Management employees that the pay adjustments be made retroactive back to January 1, 2007.

NOW, THEREFORE, BE IT RESOLVED, by the Lodi City Council that the control point adjustments are hereby approved as outlined above; and

BE IT FURTHER RESOLVED, that the Lodi City Council hereby approves a 4% cost of living increase for the positions of Police Chief and Fire Chief; to be retroactive back to January 1, 2007.

BE IT FURTHER RESOLVED, that the Lodi City Council hereby approves a 4% cost of living increase for unrepresented mid-management employees i.e. Deputy City Attorney, Finance Division Manager, Budget Division Manager and Management Analysts

I and II in the Human Resources- Risk Management Division, to be added to their current base salary retroactive back to January 1, 2007.

Dated: May 2, 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 2, 2007, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL  
City Clerk

2007-\_\_\_\_\_