



City of San Leandro

Meeting Date: March 7, 2016

Staff Report

File Number: 16-113 **Agenda Section:** CONSENT CALENDAR

Agenda Number: 8.H.

TO: City Council

FROM: Chris Zapata
City Manager

BY: Lianne Marshall
Assistant City Manager

FINANCE REVIEW: David Baum
Finance Director

TITLE: Staff Report for a Resolution Amending the San Leandro Management Organization (SLMO) Salary Schedule Based upon a Compensation Study to Provide a Five Percent (5%) Salary Increase for the Classification of Water Pollution Control Plant Manager and Appropriation Approval to Transfer Water Pollution Control Plant Fund Balance to Salaries and Benefits in Fiscal Year 2015-16

SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council adopt a resolution to amend the salary schedule of the San Leandro Management Organization (SLMO) to provide a five percent (5%) salary increase for the classification of Water Pollution Control Plant Manager. Staff further requests approval of appropriation of funds from the Water Pollution Control Plant (WPCP) Fund Balance to WPCP salaries and benefits for fiscal year 2015-16.

BACKGROUND

During recent labor negotiations with the San Leandro Management Organization (SLMO), the City agreed to conduct a compensation study of the Water Pollution Control Plant (WPCP) Manager classification.

The City conducted the compensation study and compared the WPCP Manager classification to similar classifications within neighboring agencies and special districts in the comparable labor market. The results of the compensation study indicate that the classification is below the median salary.

Based on the compensation study's results, the City met and conferred with SLMO to provide a 5% salary increase for the WPCP Manager classification. The salary increase would be retroactive to January 1, 2016, which is the same date SLMO's negotiated salary increase went into effect.

The City Manager recommends that the salary increase for the water pollution control plant manager should be approved to ensure that the City pays wages consistent within its labor market area. The increase will also assist the City to better retain and attract qualified personnel in this specialized field.

Fiscal Impacts

The 5% proposed salary increase for WPCP Manager would set the classification at range 7 (\$10,247-\$12,456 per month). This salary increase will have no fiscal impact to the General Fund. The WPCP Manager position is funded by the Water Pollution Control Enterprise Fund and all costs are recovered through user fees. The impact to the enterprise fund will be \$3,558 for the remainder of FY 2015-16 and \$7,116 annually going forward. Staff requests approval of appropriation from the enterprise fund balance to fund the \$3,558 in 2015-16.

ATTACHMENT

Attachment to Resolution

- Salary Schedule

PREPARED BY: Emily Hung, Human Resources Manager, City Manager's Office



City of San Leandro

Meeting Date: March 7, 2016

Resolution - Council

File Number: 16-114

Agenda Section: CONSENT CALENDAR

Agenda Number:

TO: City Council

FROM: Chris Zapata
City Manager

BY: Lianne Marshall
Assistant City Manager

FINANCE REVIEW: David Baum
Finance Director

TITLE: RESOLUTION Amending the San Leandro Management Organization (SLMO) Salary Schedule Based upon a Compensation Study to Provide a 5% Salary Increase for the Water Pollution Control Plant Manager Classification and to Approve Appropriation to Transfer Water Pollution Control Plant Fund Balance to Salaries and Benefits in 2015-16

WHEREAS, the City of San Leandro conducted a compensation study of the Water Pollution Control Plant Manager classification; and

WHEREAS, the classification's salary is below the median as compared to surrounding cities, and special districts;

WHEREAS, the City Manager recommends approval of a salary increase of five percent (5%) for the Water Pollution Control Plant Manager classification effective January 1, 2016 to achieve parity with other public agencies, and maintain competitive compensation for this important classification.

NOW THEREFORE, the City Council of the City of San Leandro does RESOLVE as follows:

That the San Leandro Management Organization (SLMO) salary schedule is amended so that it shows a 5% salary increase, effective January 1, 2016, for the classification of Water Pollution Control Plant Manager, which is attached hereto and made a part hereof, and appropriation of Water Pollution Control Plant fund balance is approved to be transferred to salaries and benefits in 2015-16 for this enterprise fund.

CITY OF SAN LEANDRO
SLMO Salary Schedule
Effective 1/1/16

SR	CLASSIFICATION	Step 1	Step 2	Step 3	Step 4	Step 5
1	No Classification falls within range	13732	14419	15140	15897	16691
2	No classification falls within range	13078	13732	14419	15140	15897
3	Community Development Director Engineering and Transportation Director Finance Director Public Works Services Director	12456	13078	13732	14419	15140
4	Human Resources Director Library Director Recreation and Human Services Director	11863	12456	13078	13732	14419
5	No classification falls within range	11297	11863	12456	13078	13732
6	City Engineer Deputy Community Development Director Human Resources Manager Information Technology Manager	10759	11297	11863	12456	13078
7	Business Development Manager Chief Building Official Chief Innovation Officer Principal Engineer Water Pollution Control Manager	10247	10759	11297	11863	12456
8	Assistant Finance Director Assistant Public Works Services Director Assistant Recreation and Human Services Director Environmental Services Manager Facilities and Open Space Manager Library Services Manager Planning Manager Street Maintenance Manager Water Pollution Control Manager	9759	10247	10759	11297	11863
9	City Clerk Principal Planner Senior Engineer	9295	9759	10247	10759	11297
10	Assistant Water Pollution Control Manager Deputy City Manager Deputy Finance Director Deputy Public Works Services Director Emergency Services Manager Housing-Community Development Block Grant Manager Police Business Manager Police Support Services Manager Recreation and Human Services Manager Shoreline Operations Manager	8852	9295	9759	10247	10759
11	Assistant Information Technology Manager Assistant to the City Manager Grants Administrator Public Information Officer Budget and Compliance Manager Senior Human Resources Analyst	8431	8852	9295	9759	10247
12	No classification falls within range	8029	8431	8852	9295	9759
13	Administrative Analyst II	7647	8029	8431	8852	9295
14	No classification falls within range	7282	7647	8029	8431	8852
15	Administrative Analyst I	6936	7282	7647	8029	8431
16	No classification falls within range	6605	6936	7282	7647	8029