

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: AMY REEVE, DIRECTOR OF HUMAN RESOURCES
HUMAN RESOURCES DEPARTMENT
SUBJECT: AMENDMENT TO THE CITY CLASSIFICATION AND SALARY
PLAN INCREASING THE SALARY RANGE OF THE POLICE
CHIEF AND FIRE CHIEF

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Human Resources Department that the Council, by resolution, amend the City's Classification and Salary Plan to increase the Fire Chief and Police Chief salary range by 5% to address issues of compaction.

EXECUTIVE SUMMARY

Amendments to the City's classification and salary plan require City Council approval. Staff recommends the following amendments for Council approval:

- Increase Fire Chief and Police Chief salary range by 5%

BACKGROUND

During bargaining for both Police and Fire Management (Unit 9), the City added an education incentive pay premium that tops out at 5%. This creates a compaction issue between the Chief classification and the next level managers who could make more on an annual basis with incentive pay. To fix this compaction issue, while we are going through the City-wide classification and compensation study, the City Manager and Personnel Officer recommend increasing the Police Chief and Fire Chief pay ranges by a dollar amount equivalent to a 5% increase. These classifications will be further evaluated against the market during the comprehensive study.

PRIOR CITY COUNCIL REVIEW

Not applicable.

AMENDMENT TO THE CITY CLASSIFICATION AND SALARY PLAN MODIFYING
THE SALARY RANGE OF THE POLICE CHIEF AND FIRE CHIEF
PAGE 2 OF 2

ANALYSIS

The Police and Fire Chief classifications are critical positions that support and manage public safety for our community. As we embark on a nation-wide search for our next Police Chief, it is critical that we provide a salary to attract a well-qualified and diverse applicant pool. To do so, it is recommended that we address the compaction issue for both the Police and Fire Chief classifications by adding a 5% increase to the salary range immediately and further evaluating the classifications with the rest of the organization during the City-wide classification and compensation study.

FISCAL IMPACT

The fiscal impact will be approximately \$5,000 for the remainder of this fiscal year and will be absorbed with salary savings. On a go forward basis, we anticipate the ongoing cost will not exceed \$25,000 which will be added into the respective department budgets.

ENVIRONMENTAL IMPACT

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution

CONTACT

Amy Reeve, Director of Human Resources, Human Resources Department,
Areeve@srcity.org; (707) 543-3070