



# Amendment to the City Classification and Salary Plan Updating the Position Description and Salary Ranges of Various Classifications and Authorizing the Elimination of the Deputy City Manager and Director of Community Engagement Classifications

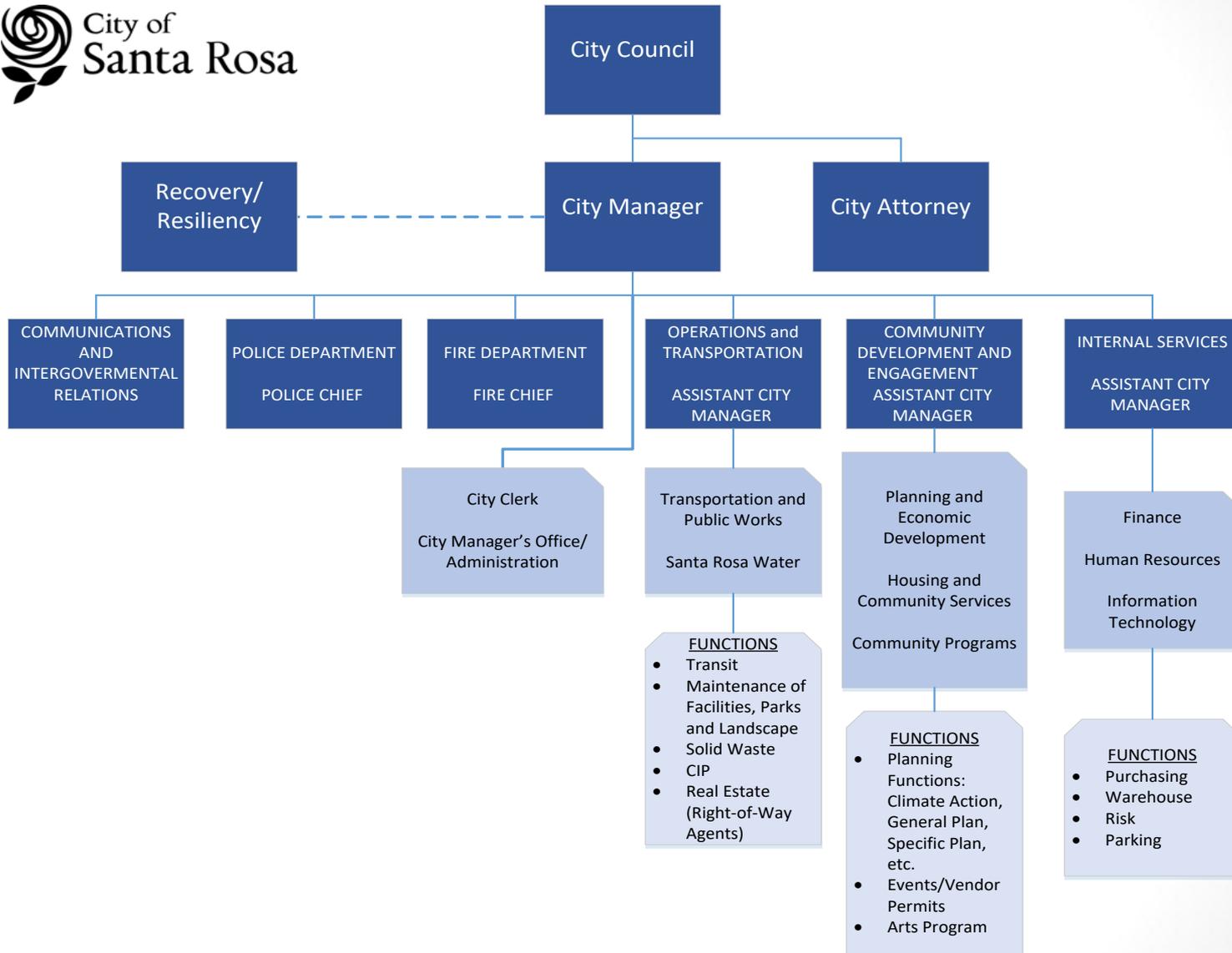
City Council Meeting  
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Human Resources Director

# BACKGROUND

City staff have been charged with the responsibility of developing a budget reduction strategy to reduce the structural deficit.

One strategy is to stream-line the structure of the organization to be more efficient in administration and oversight. Updating the position description of the current Assistant City Manager classification to broaden responsibilities to include the management of multiple departments, is a key first step toward restructuring the organization of the City.



# BACKGROUND

A study of comparable public agencies, and comparable Assistant City Manager and Chief Financial Officer positions at these agencies, indicates that the salary range for the current Assistant City Manager classification lags the average for the broadened roles by approximately 5.36% and 11.56% respectively.

The recommended salary ranges are also appropriate looking at internal equity and span of control.

# BACKGROUND

To achieve the desired budget reductions, which will assist in the reduction of the City's structural deficit, this re-organization plan recommends the elimination of the Deputy City Manager and Director of Community Engagement classifications.

The creation of Director of Community Programs and Engagement and the Chief Communications and Intergovernmental Relations Officer will compliment the Assistant City Manager and Assistant City Manager/CFO re-classifications to support the organization with a stream-lined approach.

# BACKGROUND

The recommended re-organization strategies will achieve an estimated cost savings of \$344,486 annually.

# RECOMMENDATION

It is recommended by the Human Resources Department that the Council, by Resolution, amend the City's Classification and Salary Plan to update the current position descriptions for the classification of Assistant City Manager, create the classification of Assistant City Manager/Chief Financial Officer and establish a new salary range for each of these classifications.

# RECOMMENDATION

It is recommended by the Human Resources Department that the Council, by Resolution, amend the City's Classification and Salary Plan to eliminate the classifications of Deputy City Manager and Director of Community Engagement.

It is also recommended that the Council, by Resolution, reclassify the Director of Recreation and Parks to Director of Community Programs and Engagement and reclassify the Communications and Intergovernmental Relations Manager to Chief Communications and Intergovernmental Relations Manager.

QUESTIONS?