



Legislation Details

File #: 17-4876 **Version:** 1 **Name:**
Type: Agenda Item **Status:** City Manager Report
File created: 5/11/2017 **In control:** City Council
On agenda: 5/18/2017 **Final action:**
Title: PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE (PTA) EMPLOYEES SALARY SURVEY

COUNCIL STRATEGIC INITIATIVE ADDRESSED:
Continue effective financial management

CITY ATTORNEY REVIEW: N. A.

SUMMARY STATEMENT:

The purposes of the City’s classification and compensation system are to support the recruitment, success, and retention of qualified and productive employees, and to encourage and recognize activities that promote the City’s vision, mission and values.

To that end, the Human Resources Department, as described in the 2017 Work Plan, has conducted a salary survey addressing the internal equity and market competitiveness of non-represented employees of the City for city council review. A council committee (Councilors Melink, Makinster, and Vydra) has reviewed the findings of the survey and concurs with staff’s recommendations for how to implement revisions to the PTA salary schedule in light of those findings.

RECOMMENDED ACTION:
Review presentation material and direct staff to place the the recommended implementation plan on the agenda of an upcoming council meeting for action.

STAFF CONTACTS:
Chris Smith, Human Resources Director
Dave Campbell, City Manager
Kurt Sacha, Assistant City Manager/Finance Director

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2016 PTA SALARY Survey Initial (2-22-17) (3), 2. 2016 PTA SALARY Survey Results (2-22-17) (3), 3. 2016 Top Paid Employees (2-22-17) (3), 4. 2017 Proposed Wage Adjustments (2-22-17), 5. 2018 Proposed Wage Adjustments (2-22-17), 6. Current and Proposed Salary Schedule (3-7-17) (2), 7. PTA Salary Survey 5-3-17, 8. Salaries-Benefits History (2010-2015)

Date	Ver.	Action By	Action	Result
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