



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: February 3, 2015

TO: Mayor and Councilmembers

FROM: Administrative Services Department

SUBJECT: Amend Position And Salary Control Resolution To Include Salary Range For City Administrator

RECOMMENDATION:

That Council adopt, by reading of title only, A Resolution of the Council of the City of Santa Barbara Amending Resolution No. 14-046, the Position and Salary Control Resolution for Fiscal Year 2015, to Add a Salary Range for the City Administrator.

DISCUSSION:

A compensation survey, which was commenced prior to the retirement of former City Administrator Jim Armstrong, determined that the current total compensation level for the City Administrator classification is below that of like positions in the City's established competitive labor market.

The comparison agencies and comparison positions for the City Administrator classification were established as part of a 2005-2006 management compensation survey conducted by Creative Management Solutions (CMS), a professional compensation consultant. An adjustment was made to take into account the difference in retirement formulas between different agencies (which improves the City's position in the labor market). The compensation data was updated by staff for fall 2014. A summary is attached.

Concurrent with the appointment of a new City Administrator, staff recommends taking the opportunity to establish a salary range for this position, similar to the ranges that exist for other management and non-management positions Citywide. The top of the salary range will be set to the median for a seasoned City Administrator (approximately 6.5% higher than the current salary), while the range below that would allow for the appointment of a new City Administrator at a lower entry level. The salary range would be \$8108.66 to \$9,856.15 biweekly (which equates to \$17,568.78 to \$21,355.00 per month; \$210,825 to \$256,260 per year). This would align the City's maximum total compensation for this position with the median for the labor market.

It has been recommended, under separate action, that Council appoint Mr. Casey at the existing City Administrator salary level. The establishment of this salary range would not affect that appointment. Any increases Mr. Casey would receive toward the median/top of the salary range would be considered and proposed by Council based on performance during his annual performance evaluation.

BUDGET/FINANCIAL INFORMATION:

This action will establish a salary range for the position, but there will be no increase in budget cost related to this change unless and until the Council recommends such increase for the incumbent City Administrator.

ATTACHMENT(S): Salary Survey Results

SUBMITTED BY: Kristine Schmidt, Administrative Services Director

NAME OF SURVEY AGENCY Survey completed 9/30/2014	Monthly Salary	Monthly City Retirement	Monthly Benefits Paid by City	Monthly Total Package
Anaheim	\$ 23,301	\$ 1,239	\$ 2,488	\$27,028
Burbank	\$ 25,000	\$ 790	\$ 1,169	\$ 26,959
Long Beach	\$ 21,737	\$ 1,339	\$ 1,974	\$ 25,050
Newport Beach	\$ 23,527	(\$ 32)	\$ 1,449	\$ 24,944
Oceanside	\$ 19,320	\$ 1,190	\$ 1,716	\$ 22,226
Oxnard	\$ 22,718	\$ 1,427	\$ 824	\$ 24,969
Palm Springs	\$ 23,658	\$ 3,436	\$ 2,204	\$ 29,298
Pasadena	\$ 24,377	\$ 2,131	\$ 1,028	\$ 27,536
San Luis Obispo	\$ 18,460	\$ 1,138	\$ 1,255	\$ 20,853
Santa Maria	\$ 18,324	\$ 2,595	\$ 1,750	\$ 22,669
Santa Monica	\$ 29,457	\$ 2,198	\$ 2,260	\$ 33,915
Simi Valley	\$ 17,000	\$ 675	\$ 2,541	\$ 20,216
Thousand Oaks	\$ 20,140	\$ 3,577	\$ 1,625	\$ 25,342
Ventura	\$ 18,685	\$ 1,254	\$ 1,168	\$ 21,107
County of Los Angeles	\$ 26,142	\$ 1,278	\$ 5,623	\$ 33,043
County of Santa Barbara	\$ 19,101	(\$ 177)	\$ 1,177	\$ 20,101
County of Ventura	\$ 19,916	\$ 377	\$ 1,217	\$ 21,510
Median of Labor Market	\$21,737			\$24,969
City of Santa Barbara - Current	\$ 20,052	\$ 1,191	\$ 2,339	\$ 22,346
City of Santa Barbara Proposed Market Adjustment	\$ 21,355	\$ 1,268	\$ 2,339	\$ 24,963

Proposed Monthly Salary Range for City Administrator From: \$17,568.78 To: \$21,355

NOTES:

1. Retirement includes PERS Contribution, deferred compensation, and formula adjustment to account for different retirement formulas at the different agencies
2. Benefits include health, welfare and car allowance