



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: July 12, 2016

TO: Mayor and Councilmembers

FROM: Mayor and Council Ad Hoc Performance Evaluation Committee

SUBJECT: Introduction Of Ordinance For City Administrator Merit Salary Increase

RECOMMENDATION:

That Council introduce and subsequently adopt, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Amending Ordinance No. 5706, the Salary Plan for the City Administrator for Fiscal Year 2016 and Fiscal Year 2017, to Provide a 5% Merit Increase Effective February 6, 2016.

DISCUSSION:

Paul Casey was appointed as the new City Administrator effective February 3, 2015. Mr. Casey had already been serving as the Acting City Administrator since October 2014.

Mr. Casey was appointed at the same compensation level as the previous City Administrator. A survey conducted at that time determined this total compensation level to be below the labor market median for similar positions. A salary range was established, with the top of the salary range set at the labor market median. The salary range has since been adjusted by approved management cost-of-living increases in June 2015 and June 2016.

At the time the salary range was established, it was anticipated that Mr. Casey's compensation would be reviewed annually, concurrent with his annual performance evaluation, for advancement within the range based on merit. Mr. Casey's current biweekly salary of \$9,806.75 is approximately 6.6% below the top of the salary range for the City Administrator of \$10,456.40 biweekly.

A 5% merit increase is recommended, retroactive to his anniversary date in the position, which is consistent with standard management practice for satisfactory or better performance citywide. The resulting biweekly salary will be \$10,290.09 (\$267,724.28 annually), slightly below the top of the salary range. It will not affect the salary range itself.

BUDGET/FINANCIAL INFORMATION:

No additional appropriations are necessary. The cost of the merit increase in Fiscal Year 2016 will be \$3,861 (90%) to the General Fund and \$429 (10%) to the Successor Agency, for a total of \$4,290 in Fiscal Year 2016. This will be absorbed within savings in other areas of the Fiscal Year 2016 adopted budget for the City Administrator's Office. The Fiscal Year 2017 costs of \$14,256 to the General Fund and \$1,584 to the Successor Agency are already included in the Fiscal Year 2017 adopted budget.

PREPARED BY: Kristine Schmidt, Administrative Services Director

APPROVED BY: Helene Schneider, Mayor