



Legislation Details (With Text)

**File #:** 16-113      **Version:** 1      **Name:** Staff Report WPCP Mgr increase  
**Type:** Staff Report      **Status:** Filed  
**In control:** City Council  
**On agenda:** 3/7/2016      **Final action:** 3/7/2016  
**Enactment date:**      **Enactment #:**

**Title:** Staff Report for a Resolution Amending the San Leandro Management Organization (SLMO) Salary Schedule Based upon a Compensation Study to Provide a Five Percent (5%) Salary Increase for the Classification of Water Pollution Control Plant Manager and Appropriation Approval to Transfer Water Pollution Control Plant Fund Balance to Salaries and Benefits in Fiscal Year 2015-16

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
3/7/2016	1	City Council	Received and Filed	

Staff Report for a Resolution Amending the San Leandro Management Organization (SLMO) Salary Schedule Based upon a Compensation Study to Provide a Five Percent (5%) Salary Increase for the Classification of Water Pollution Control Plant Manager and Appropriation Approval to Transfer Water Pollution Control Plant Fund Balance to Salaries and Benefits in Fiscal Year 2015-16

**SUMMARY AND RECOMMENDATIONS**

Staff recommends that the City Council adopt a resolution to amend the salary schedule of the San Leandro Management Organization (SLMO) to provide a five percent (5%) salary increase for the classification of Water Pollution Control Plant Manager. Staff further requests approval of appropriation of funds from the Water Pollution Control Plant (WPCP) Fund Balance to WPCP salaries and benefits for fiscal year 2015-16.

**BACKGROUND**

During recent labor negotiations with the San Leandro Management Organization (SLMO), the City agreed to conduct a compensation study of the Water Pollution Control Plant (WPCP) Manager classification.

The City conducted the compensation study and compared the WPCP Manager classification to similar classifications within neighboring agencies and special districts in the comparable labor market. The results of the compensation study indicate that the classification is below the median salary.

Based on the compensation study's results, the City met and conferred with SLMO to provide a 5% salary increase for the WPCP Manager classification. The salary increase would be retroactive to January 1, 2016, which is the same date SLMO's negotiated salary increase went into effect.

The City Manager recommends that the salary increase for the water pollution control plant manager should be approved to ensure that the City pays wages consistent within its labor market area. The increase will also assist the City to better retain and attract qualified personnel in this specialized field.

### **Fiscal Impacts**

The 5% proposed salary increase for WPCP Manager would set the classification at range 7 (\$10,247-\$12,456 per month). This salary increase will have no fiscal impact to the General Fund. The WPCP Manager position is funded by the Water Pollution Control Enterprise Fund and all costs are recovered through user fees. The impact to the enterprise fund will be \$3,558 for the remainder of FY 2015-16 and \$7,116 annually going forward. Staff requests approval of appropriation from the enterprise fund balance to fund the \$3,558 in 2015-16.

### **ATTACHMENT**

#### **Attachment to Resolution**

- Salary Schedule

**PREPARED BY:** Emily Hung, Human Resources Manager, City Manager's Office