



Legislation Text

File #: 21-488, **Version:** 1

Staff Report for a City of San Leandro City Council Resolution to Amend the San Leandro Management Organization (SLMO) Salary Schedule to Add the Classification of Assistant City Manager

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 add the classification of Assistant City Manager.

BACKGROUND

The Assistant City Manager classification was previously a part of the San Leandro Management Organization (SLMO) bargaining group. In September 2020, the classification was removed from SLMO when an individual employment agreement was negotiated with Assistant City Manager Elizabeth Warmerdam. At that time, the employment agreement for Ms. Warmerdam was executed as part of a retention effort of this key executive position. Assistant City Manager Warmerdam retired on July 15, 2021.

Analysis

The separation of the previous Assistant City Manager provides an opportunity to return the classification to the management organization where the classification will reside with all other department head and mid-manager classifications. The position would receive the same benefits and terms as provided in the SLMO Memorandum of Understanding.

Staff recommends that the Assistant City Manager classification be set at a salary range of \$185,460 - \$225,432 annually (range 1). This salary range aligns with the SLMO salary schedule and is the same range previously approved by the City Council on September 28, 2020.

The City has met and conferred with SLMO to agreement that the Assistant City Manager classification shall be returned under the SLMO bargaining group to align with other City executive management positions.

Fiscal Impacts

The proposed change will have no financial impact to the City's budget. Assistant City Manager is a budgeted position and is fully funded in the City's operating budget at the proposed salary range.

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