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Enactment date:		Enactment #:		Title:	Staff Report for City of San Leandro City Council Adopt a Resolution to Amend the San Leandro Management Organization (SLMO) Salary Schedule to Adjust the Salary Range for the Classification of Deputy City Manager and to Appropriate from the General Fund Unrestricted Reserves \$32,400 for 2019-20 and \$34,000 for 2020-21

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Staff Report for City of San Leandro City Council Adopt a Resolution to Amend the San Leandro Management Organization (SLMO) Salary Schedule to Adjust the Salary Range for the Classification of Deputy City Manager and to Appropriate from the General Fund Unrestricted Reserves \$32,400 for 2019-20 and \$34,000 for 2020-21

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 adjust the salary range for the classification of Deputy City Manager, and to appropriate from the General Fund Unrestricted Reserves \$32,400 for 2019-20 and \$34,000 for 2020-21.

BACKGROUND

On December 21, 2015, the City Council approved the addition of the Deputy City Manager classification to the San Leandro Management Organization (SLMO) salary schedule. At that time, the Deputy City Manager classification was established at salary range 10 (\$9,674-\$11,756 per month).

Staff recommends increasing the Deputy City Manager classification by 15% to salary range 7 (\$11,756-\$13,611 per month) to make the salary more commensurate with the requirements of the position and allow the City to be consistent with surrounding communities for similar positions. A salary survey conducted by staff showed the classification to be significantly below market median among comparable agencies. The proposed salary increase would bring the salary closer in line with the current market, but would still remain below the median. The salary increase would also provide internal alignment with other senior manager classifications in the City that hold a high-level of responsibility.

The higher salary range reflects the scope, impact, and responsibilities of this position, which includes managing complex, high-profile initiatives and projects of significant importance to the City, such as the City's legislative platform and revenue measure analysis. This position manages extensive public processes, must be a skilled communicator with high-level key stakeholders, and works collaboratively with department heads, the City Attorney, and City Council. The position reports to the City Manager, supervises staff, and exercises a high-level of management discretion during high profile projects.

The City has met and conferred to agreement with SLMO regarding the salary adjustment.

Fiscal Impacts

The Deputy City Manager classification is currently set at range 10 (\$9,674-\$11,197 per month). The 15% proposed salary increase would set the classification at range 7 (\$11,197-\$13,611 per month), which has a budget impact up to \$32,400 annually for one budgeted position for 2019-20, and \$34,000 for 2020-21.

Budget Authority

Staff recommends City Council approval of additional appropriations from the General Fund Unrestricted Reserves to fund the increase in salary and benefits for the Deputy City Manager position of \$32,400 for 2019-20 and \$34,000 for 2020-21 (Account No. 010-12-020-4000).

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