

CITY OF YUBA CITY
STAFF REPORT

Date: *November 20, 2007*
To: Honorable Mayor & Members of the City Council
From: City Manager & Human Resources
Presentation By: Steven R. Jepsen

Summary

Subject: Classification salary change for Director Parks and Recreation.

Recommendation: Adopt a Resolution authorizing the Chief Financial Officer to amend the salary range for the Director of Parks and Recreation effective with the pay period beginning November 10, 2007 from \$9,819 to \$11,934 to \$8,025 to \$10,700.

Fiscal Impact: A decrease in wages and benefits of approximately \$34,862 annually to the Parks and Recreation Salaries and Benefits budget.

Background:

With the forthcoming retirement of the current Parks and Recreation Director and recent staff changes at the City's Corporation Yard facility, staffing levels have been analyzed to ensure that we are able to maintain current City service levels while also looking at the most economical means of doing so.

Analysis:

Staff has temporarily reassigned personnel to oversee both the public works and parks maintenance functions with the recent resignation of the Public Works Superintendent. Prior to the Public Works Superintendent's resignation, park maintenance fell under the umbrella of the Parks and Recreation Director. Because the oversight of the parks maintenance has been reassigned from the Interim Parks and Recreation Director to the Public Works Department, it is staff's recommendation that the current salary range for the Parks and Recreation Director be modified to reflect an 11.5 percent reduction. This reduction is based on a review of wage information with our normal survey cities and the reduced scope of responsibility.

The Human Resources Department is currently conducting classification studies for positions that are affected by the reassignment of job duties. Once the studies have been completed, staff may be requesting further City Council action depending on the outcome of the studies.

Fiscal Impact:

The decrease in salary results in an annual savings of \$34,862 including benefits.

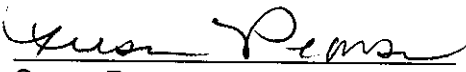
Alternatives:

1. Do not change the salary range for the Parks and Recreation Director classification.
2. Change the salary for this classification, but at an amount greater or less than the recommended change.
3. Make a different arrangement for the interim period.


Recommendation:

Adopt a Resolution authorizing the Chief Financial Officer to implement the recommended change in the salary range for the Director of Parks and Recreation effective with the pay period beginning November 10, 2007.

Prepared By:


Susan Pearson
Interim Human Resources Director

Submitted By:


Steven R. Jepsen
City Manager

Reviewed By:

Department Head

Finance

City Attorney

Other: (Name, Title)

RESOLUTION NO. 07-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY AUTHORIZING THE CHIEF FINANCIAL OFFICER TO IMPLEMENT THE RECOMMENDED SALARY ADJUSTMENT RESULTING FROM REORGANIZATION OF THE PARKS AND RECREATION DEPARTMENT

BE IT RESOLVED AND ORDERED, By the City Council of the City of Yuba City as follows:

WHEREAS, the City has reviewed staffing levels and have reassigned park maintenance responsibilities, a change in the salary range would be appropriate. The Salary Schedule shall be amended as follows:

CURRENT SALARY RANGE:

\$9,819 to \$11,934

NEW PROPOSED SALARY RANGE:

\$8,025 to \$10,700

THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF YUBA CITY, AS FOLLOWS:

The Chief Financial Officer is directed to implement the recommended change in the salary range for the position of Parks and Recreation Director.

AYES:

NOES:

ABSENT:

JOHN MILLER, MAYOR

Attest:

Terrel Locke, CITY CLERK