

City of Piedmont
COUNCIL AGENDA REPORT

DATE: April 16, 2007

FROM: Mark Bichsel, Finance Director

SUBJECT: Compensation and benefits for the mid-management positions of City Planner, Building Official, Parks and Projects Manager.

RECOMMENDATION:

Approve a one year compensation and benefits resolution authorizing a 3.96% salary increase effective January 1, 2007 for the positions of City Planner, Building Official and Parks and Projects Manager, a one time payment of \$2,000 for each position and an increase of \$100 per month in the Building Official's car allowance.

BACKGROUND

Following numerous closed sessions, the city council reached consensus regarding compensation and benefits for the above mentioned mid-management positions. A salary survey of comparable cities, effective as of January 1, 2007, was the basis for establishing the 3.96% increase. The key provision of the agreement is as follows:

- Effective January 1, 2007 a 3.96% across the board salary increase for the positions of City Planner, Parks and Projects Manager and Building Official. Due to difficulties in comparing the Parks and Projects Manager position and the City Planner position to positions in other cities, the benchmark established for comparing these positions was the Building Official position. This position was 6.08% below median when compared to other surveyed cities; an increase of 3.96% will establish the salary of this position at 2% below median of the surveyed cities.

Mid-Management Salary Survey				
Within 2% of median				
	Current (monthly)	Within 2% of Median	Difference	
			\$	%
Building Official	\$8,824	\$9,173	\$349	3.96%

ADDENDUM: Salary survey

Based upon Resolution # 45-02, which was passed on May 6, 2002, the salaries are surveyed for the following cities: (Survey prepared January 1, 2007)

- Alameda
- Benicia
- Brentwood
- Corte Madera
- Emeryville
- Foster City
- Hillsborough
- Livermore
- Mill Valley
- Mountain View
- Pleasant Hill
- San Rafael
- Sausalito

