



Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Mark Danaj

SUBJECT: APPROVAL OF AMENDMENTS
TO THE CITY PAY PLAN FOR
VARIOUS JOB CLASSIFICATIONS

DATE: 01-04-06

Approved

Ray Winer

Date

1/10/06

RECOMMENDATION

Adopt a resolution to:

1. Move the classification of Physician (1441) into the City's Senior Executive Performance Program (SEPP) and revise the salary range in a manner consistent with other classifications in the SEPP;
2. Delete various job classifications as specified below:
 - a. Sanitary Engineer (5235)
 - b. Engineer I (3817)
 - c. Engineer II (3818)
 - d. Associate Engineer (3819)
 - e. Systems & Network Coordination Supervisor (1358)
 - f. Data Processing Control Clerk (1322)
 - g. Facility Crew Supervisor (3225)

BACKGROUND

When new job classifications are added or deleted, job titles are changed, or salaries are revised, relevant resolutions must be amended. The City Pay Plan reflects all job classification and compensation changes made through Council Resolution, and is on file in the Employee Services Department and published on the City's Internet and Intranet sites.

ANALYSIS

Revision of the Salary Range for Physician (1441)

- Physician (1441) from the current salary range of \$163,404.80 - \$186,763.20 annually to a salary range of \$168,313.60 - \$192,358.40. (Unit 99).

The classification of Physician has an open salary range (minimum and maximum but no salary steps). This pay structure is consistent with classifications that are within the City's Senior Executive Performance Program (SEPP). This means that salary increases are fully performance-based; therefore, general increases are not generally applicable to this group of employees. When the City Council approved range adjustments for classifications in the SEPP (effective July 3, 2005), this classification was not included. While the Physician is a classified position, by virtue of its duties and responsibilities, it should be included with the SEPP group and treated consistently with these classifications. Although increasing the salary range does not automatically result in salary increases, adjusting the range maintains internal alignment with the salary ranges of other City classifications.

Deletion of Job Classifications

The following classifications are being deleted. Classifications (a), (b) and (c) and (d) are being deleted because of a recent consolidation of engineering classifications. Classifications (e), (f) and (g) are being deleted because they are no longer in use.

- Sanitary Engineer (5235)
- Engineer I (3817)
- Engineer II (3818)
- Associate Engineer (3819)
- Systems & Network Coordination Supervisor (1358)
- Data Processing Control Clerk (1322)
- Facility Crew Supervisor (3225)

OUTCOME

The Physician classification will be moved into the SEPP group and the salary changed, in order to correctly compensate the duties and responsibilities associated with the classification. The deletion of job classifications (a) through (g) are suggested since they are no longer in use. The City of San José pay plan will be updated to reflect these changes.

PUBLIC OUTREACH

Not applicable.

COORDINATION

This resolution was coordinated with the City Attorney's Office and the Budget Office.

COST IMPLICATIONS

The City Physician is a single-position classification represented by Unit 99. The proposed revision to the salary range will enable the incumbent a performance-based salary increase consistent with incumbents in other classifications contained in the City 's SEPP.

CEQA

Not a project.


MARK DANAJ
Director, Employee Services

