

MEETING DATE 2/28/05

AGENDA ITEM **Consideration of Approval of the Resolution Amending
the Salary and Classification Plan for Personnel and
Employee Relations Director and Rescind Resolution
No 2004-R053**

ATTACHMENTS

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RESOLUTION NO 2005-R

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CULVER CITY, CALIFORNIA, ADOPTING THE SALARY AND
CLASSIFICATION PLAN FOR PERSONNEL AND EMPLOYEE
RELATIONS DIRECTOR AND RESCINDING RESOLUTION
NO 2004-R053

NOW THEREFORE, the City Council of the City of Culver City California
DOES RESOLVE as follows

1 The Classification and Salary Plan labeled as Exhibit "B" to
Resolution 2004-R053 is hereby rescinded effective February 28, 2005

2 The Classification and Salary Plan attached and labeled as Exhibit
B is hereby adopted effective February 28 2005, by establishing the salary range for
Personnel and Employee Relations Director to range 603

3 The City Treasurer is hereby directed to adjust and pay salaries of the
City employee in accordance with the Classification and Salary Plan adopted and approved
by this Resolution effective February 28, 2005

APPROVED and ADOPTED this ____ day of _____ 2005

STEVEN J ROSE Mayor
City of Culver City California

ATTEST

APPROVED AS TO FORM

CHRISTOPHER ARMENTA
City Clerk

CAROL A SCHWAB
City Attorney

CITY OF CULVER CITY
CLASSIFICATION AND SALARY PLAN
ALLOCATION OF CERTAIN CONFIDENTIAL
MANAGEMENT EMPLOYEE CLASSIFICATIONS
TO SALARY RANGES
Effective October 4, 2004

<u>Classification</u>	<u>Salary Range</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Assistant City Attorney	588	46 605	48 987	51 490	54 121	56 886
Assistant City Prosecutor	552	38 950	40 940	43 032	45 231	47 543
Budget Division Manager ¹	528	34 560	36 326	38 182	40 133	42 184
City Accountant	549	38 373	40 334	42 395	44 561	46 838
Claims and Safety Coordinator	496	29 465	30 971	32 553	34 217	35 965
Deputy City Attorney I	559	40 334	42 395	44 561	46 838	49 232
Deputy City Attorney II	574	43 464	45 685	48 019	50 473	53 052
Deputy Personnel Director	547	37 992	39 933	41 974	44 119	46 373
Information Technology Director	623	55 485	58 320	61 301	64 432	67 725
Personnel Analyst	477	26 803	28 173	29 612	31 125	32 716
Personnel Services Analyst	460	24 628	25 884	27 207	28 597	30 059
Personnel and Employee Relations Director ²	603	50 222	52 787	55 485	58 320	61 301
Risk Manager	549	38 373	40 334	42 395	44 561	46 838
Secretary to the CAO	463	24 996	26 273	27 616	29 027	30 511
¹ In accordance with adopted Budget 2002 2003						
² Effective February 28 2005 per Resolution						

Results of HR Survey

Personnel & Employee Relations Director

Agency	Top Monthly Salary (as of 12/01/04)	Other Agency Titles	Comments
Culver City	\$9,570		
Beverly Hills	\$12 000	Human Services Director	Position oversees Personnel Risk Mgmt & Emp Svcs
Burbank	\$10 709	Management Services Director	Position acts as Personnel Manager
Downey	\$10 184	Personnel Director	No changes to salary range expected until July 2005
Gardena	\$8 390	Director of Administrative Services / Assistant City Manager	Position acts as Personnel Officer
Inglewood	\$10 348	Employee Relations/Personnel Director	No changes to salary range expected until September 2005
Long Beach	\$11 125	Director of Human Resources	
Montebello	\$7 979	Director of Administrative Services	Position oversees Personnel & Finance
Norwalk	\$8 800	Director of Personnel/Risk Manager	
Pasadena	\$12 377	Director of Human Resources	
Redondo Beach	\$9 090	Human Resources Director	Position eliminated in FY 2004 2005 (was vacant since 2001)
Santa Monica	\$10 670	Director of Human Resources	No changes to salary range expected until July 2005
Torrance	\$13 057	Human Resources Director	No changes to salary range expected until July 2005
West Hollywood	\$8 749	Human Resource Manager	
Salary Average	\$10,268		

City of Olive City
 Department Head Salary Ranges
 As of January 19, 2005

Position	Annual Salary Range
Chief Administrative Officer*	\$130,075 - \$158,769
Assistant Chief Administrative Officer	\$104,462 - \$127,506
City Attorney*	\$138,788 - \$169,406
City Controller	\$104,462 - \$127,506
City Treasurer	\$94,080
Community Development Director	\$99,880 - \$121,913
Fire Chief	\$142,126**
Information Technology Director	\$115,409 - \$140,868
Parks Recreation and Community Services Director	\$103,942 - \$126,872
Personnel & Employee Relations Director	\$94,081 - \$114,835
Police Chief	\$153,171***
Public Works Director	\$104,462 - \$127,506
Transportation Director	\$100,379 - \$122,522
* Executive agreement on file may alter salary	
** with Management Certificate	
*** with Post Certificate	

CHIEF ADMINISTRATIVE OFFICE

