

CITY OF COOS BAY CITY COUNCIL
Agenda Staff Report

MEETING DATE January 20, 2015	AGENDA ITEM NUMBER
---	---------------------------

TO: City Councilors

FROM: Crystal Shoji, Mayor

ISSUE: City Manager Compensation

BACKGROUND:

As was discussed in our most recent work session on January 6, 2015, the City Manager has not received a salary step increase since October of 2010. While he has consistently received excellent yearly evaluations, salary step increases were not awarded due to the state of the economy and its adverse effect on the City's finances. As the economy has shown signs of recovery, it is appropriate to consider awarding a step increase to the City Manager.

In addition, the City Manager has asked the Council to approve a revised salary range to reflect the level at which the City Manager is currently being compensated. The revised salary range, if approved, would lower the overall salary range but would line up once again with the actual and current compensated rate of pay.

The table below reflects the City's current Step 1 through 6 pay range for the city manager position.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
City Manager	9,867	10,361	10,879	11,423	11,994	12,595

The table below reflects the proposed Step 1 through 6 pay range for the city manager position which is in line with the city manager's current rate of pay.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
City Manager	9,674	10,158	10,666	11,199	11,759	12,347

BUDGET:

The fiscal year 2014/2015 budget includes an increase in the City Manager's salary to Step 4.

RECOMMENDATION:

If it pleases the Council, approve the proposed Step 1 through 6 pay range for the city manager position, and approve a step increase from Step 3 to Step 4 for City Manager Craddock. This will accomplish two objectives: 1) The policies for the Coos Bay city manager's salary will line up; and 2) The increase in salary will appropriately recognize the excellent reviews that our City Manager has received from the Council for the past four years when there were no approved salary increases.