



## CITY COUNCIL STAFF REPORT

DATE: October 15, 2014 Consent Calendar

SUBJECT: 2014-2015 ALLOCATED POSITIONS AND COMPENSATION PLAN  
AMENDMENT 1

FROM: David H. Ready, City Manager

BY: Department of Human Resources

---

### SUMMARY

An amendment to the current fiscal year Allocated and Compensation Plan adds an Assistant City Manager-Engineer (ACM-E) position to the allocated plan. Primarily, the new position will oversee and coordinate a wide range of Measure J capital improvement projects currently underway and forthcoming over the next several years.

### RECOMMENDATION:

1. Adopt Resolution No. \_\_\_\_\_ "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, APPROVING AMENDMENT NO. 1 TO THE ALLOCATED POSITIONS AND COMPENSATION PLAN FOR FISCAL YEAR 2014-2015, ADOPTED BY RESOLUTION 23559."
2. Authorize the City Manager to execute all documents necessary to effectuate this action.

### STAFF ANALYSIS:

With the advent of Measure J in 2011, approximately 75 new capital improvement projects totaling over \$35 million have been completed and/or are in various stages of implementation. In future years, Measure J revenues will present continued project opportunities to implement. These of course, are in addition to the regular capital improvements which occur annually throughout the City, from state/federal street programs, the Airport, Waste Water Treatment Plant, other City facilities, etc.

Historically, the City organization plan included two Assistant City Manager positions, particularly in the areas of transportation/energy (Streets, Parks, Airport, Co-gen, etc.) and development. However, during the recession – as those positions became vacant – the incumbents were not replaced as a cost savings measure for the General Fund.

ITEM NO. 2.M.

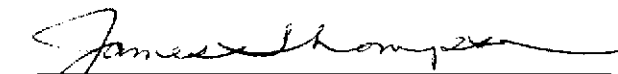
At this time, however, the City is at a critical juncture with regard to gaining ground toward a range of new capital projects which benefit the entire community. Measure J funds have provided the monetary resources to allow these projects to become a reality, however, building organizational capacity making sure they are timely implemented and completed is paramount. The proposed ACM-E position will be uniquely qualified for this task – with an engineering background requirement, and broad supervisory authority, a focused coordination and collaboration among departments, consultants and contractors will be possible.

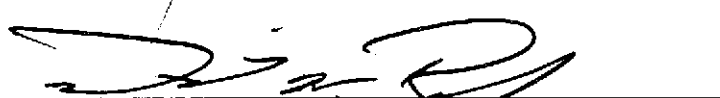
As our current Measure J Special Projects Coordinator will be retiring in an April timeframe, the new ACM-E position will ensure an appropriate transition takes place in a timely and effective fashion.

FISCAL IMPACT:

This will be a General Fund position at a salary classification range EX3/87 (\$156,600-\$210,120) plus benefits estimated at approximately 37%. Conversely, a savings of approximately \$100,000 (Measure J Funds) will accrue with the retirement of the current Special Projects Coordinator position.

  
Perry Madison  
Director of Human Resources

  
James Thompson  
Chief of Staff/City Clerk

  
David H. Ready, City Manager

Attachment:

Resolution Amendment 1 to Allocated Positions Plan

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS APPROVING AMENDMENT NO. 1 TO THE ALLOCATED POSITIONS AND COMPENSATION PLAN FOR FISCAL YEAR 2014-2015, ADOPTED BY RESOLUTION 23559.

THE CITY COUNCIL OF THE CITY OF PALM SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The Allocated Positions and Compensation Plan for positions in the City Service is hereby amended as follows:

Department	Action	Classification	Unit/Range
City Manager	Add	Assistant City Manager	EX3/87

SECTION 2. The Director of Human Resources is authorized and directed to modify the Fiscal Year Allocated Positions Plan.

SECTION 3. The position change approved by this resolution shall be effective on October 15, 2014.

Total Authorized positions 2014-2015 (As Adopted)	403.50
Total Authorized positions 2014-2015 (Amendment 1)	404.50

PASSED, APPROVED AND ADOPTED BY THE PALM SPRINGS CITY COUNCIL THIS 15TH DAY OF OCTOBER, 2014.

\_\_\_\_\_  
David H. Ready, City Manager

ATTEST:

\_\_\_\_\_  
James Thompson, City Clerk

CERTIFICATION

STATE OF CALIFORNIA )  
COUNTY OF RIVERSIDE )      ss.  
CITY OF PALM SPRINGS )

I, JAMES THOMPSON, City Clerk of the City of Palm Springs, hereby certify that Resolution No. \_\_\_\_\_ is a full, true and correct copy, and was duly adopted at a regular meeting of the City Council of the City of Palm Springs on \_\_\_\_\_, by the following vote:

AYES:  
NOES:  
ABSENT:  
ABSTAIN:

---

James Thompson, City Clerk  
City of Palm Springs, California