

09-3002

M O T I O N

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Historically, there have been salary disparities for job classifications with similar responsibilities between the Department of Water and Power (DWP) and other City departments. Generally, DWP employees have been paid higher salaries than their counterparts in other City departments. This has caused difficulty with recruitment and retention for other City departments. Current City employees, as well as new applications, are inclined to be employed by DWP where they can enjoy the benefit of higher wages.

There are over 100 common classifications between DWP and other City departments where a wide range of salary disparity exists. Although the titles are different, the job responsibilities are very similar. The salary disparity among these classifications can be well over 40%.

Reducing the existing salary disparities for similar job classifications could potentially help with the recruitment and retention of employees in other City departments and the related costs. It is in the City's best interest to identify methods to reduce the salary disparity between similar job classifications for DWP and other City department employees.

I THEREFORE MOVE that the City Council instruct the City Administrative Officer (CAO) to specifically identify, at the beginning of negotiations for each Memorandum of Understanding (MOU), the job classifications that are present in the MOU that are common between the DWP and City departments and the salary disparity that exists. In addition, the CAO should report to the Council on the impact that proposed MOU's would have on payroll parity for these aforementioned job classifications.

I FURTHER MOVE that the City Council instruct the CAO to identify methods to reduce the salary disparity for job classifications with similar responsibilities between DWP and other City departments.

PRESENTED BY:

Dennis P Zine  
Councilman, Third District

SECONDED BY:

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