



Office of the City Manager

CONSENT CALENDAR
March 11, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Monica Walker, Interim Director of Human Resources

Subject: Salary Adjustments – Deputy Director of Public Works (Unrepresented) and Deputy Director of Health, Housing, and Community Services (Unrepresented)

RECOMMENDATION

Adopt a Resolution increasing the top step of the Deputy Director of Public Works classification to \$110.9807 per hour and of the Deputy Director of Health, Housing, and Community Services to \$107.0460 per hour to rectify compaction with salaries of classifications they supervise.

FISCAL IMPACTS OF RECOMMENDATION

The recommended adjustments affect only three employees and will be absorbed by their respective departments.

CURRENT SITUATION AND ITS EFFECTS

Currently, the top step of the Deputy Director of Public Works classification (\$103.2152 per hour) is barely 0.4% above that of Manager of Engineering (\$102.7599), where best practice would call for a gap of 5% to 10%. Similarly, the Deputy Director of HHCS earns \$103.2152 at top step, which is 4.13% above the top step of Manager of Mental Health Services (\$99.1167).

To rectify this compaction, the recommendation is to effectuate an 8% gap between the Deputy classifications and the lower classifications they supervise.

BACKGROUND

Cost-of-living increases recently negotiated with the City's labor unions have created a salary compaction issue for the Deputy Director of Public Works classification and the Deputy Director of HHCS classification, meaning that the holders of these positions are earning wages that are comparable (and, in at least one case, even less) than the employees they supervise, contrary to the tenets of civil service that pertain to Classification and Compensation.

The current recommendation was considered by Council in closed session on February 3, 2025.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

This recommendation rectifies compaction of salaries between two Deputy Director classifications and the manager-level classifications they supervise. The recommendation brings the gap between the tiers in line with best practice in the Classification and Compensation structure of civil service.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Monica Walker, Interim Director of Human Resources, (510) 981-6807.

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

SALARY ADJUSTMENTS – DEPUTY DIRECTOR OF PUBLIC WORKS
(UNREPRESENTED) AND DEPUTY DIRECTOR OF HEALTH, HOUSING, AND
COMMUNITY SERVICES (UNREPRESENTED)

WHEREAS, cost-of-living increases recently negotiated with the City's labor unions have created a salary compaction issue for the Deputy Director of Public Works classification and the Deputy Director of HHCS classification, meaning that the holders of these positions are earning wages that are comparable (and, in at least one case, even less) than the employees they supervise, contrary to the tenets of civil service that pertain to Classification and Compensation; and

WHEREAS, currently the top step of the Deputy Director of Public Works classification (\$103.2152 per hour) is barely 0.4% above that of Manager of Engineering (\$102.7599), where best practice would call for a gap of 5% to 10%; and

WHEREAS, the Deputy Director of HHCS earns \$103.2152 at top step, which is 4.13% above the top step of Manager of Mental Health Services (\$99.1167); and

WHEREAS, these salary compactions need to be rectified through salary adjustments;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that effective the full pay period following approval of this resolution the top step of the salary range for the Deputy Director of Public Works classification is increased to \$110.9807 per hour and the top step of the salary range for the Deputy Director of Health, Housing, and Community Services classification is increased to \$107.0460 per hour to avoid compaction with salaries of classifications they supervise.

