

CITY COUNCIL STUDY SESSION SUMMARY

November 8, 2007

The Study Session was called to order at 5:35 p.m. by Mayor Cannella with the following in attendance.

PRESENT: Vice Mayor Phipps, Council Members Lane, Ochoa, Vierra and Mayor Cannella.

1. Employee Classification and Compensation Study.

Brad Kilger, City Manager, introduced the item and outlined the steps leading up to the study. The last Compensation and Classification study was completed over sixteen years ago. Since that time, the City's compensation plan has not kept up with the market causing Ceres to loose valuable employees to surrounding communities and making it difficult to recruit qualified personnel. Mr. Kilger further explained that the recommendations for implementation outlined in the report would place staff salaries at the median of the market.

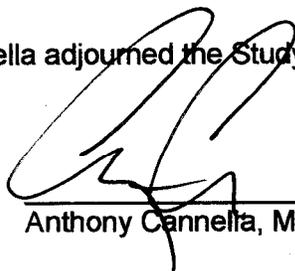
Doug Johnson, representing Johnson and Associates presented to Council the methodology used to gather data for the Classification and Compensation Study and the results of that data.

Sarah Ragsdale, Administrative Services Director, briefly outlined the fiscal impact and risk assessment should Council implement the compensation per staff's recommendation. Staff recommended an implementation plan that would be effective for the first pay period beginning after Council review and approval of the Study. For FY 2007/08, the adjustments would not exceed 16% of an employee's current salary; any remaining increases will be given on July 1, 2008.

Council Recommendation:

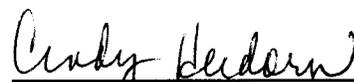
After extensive discussion, Council directed staff to place the Compensation and Classification Study on the November 26, 2007 City Council Agenda with no modifications to the current recommendations.

There being no further business, Mayor Cannella adjourned the Study Session at 8:39 p.m.



Anthony Cannella, Mayor

ATTEST:



Cindy Heidorn, CMC
Acting City Clerk