

History of Salary Approval for Directors

Fiscal Year	Meeting Date	Action Taken
1985	8/7/1985	Established salaries for Directors & Mayor effective immediately. Set specific Grade & Step for each.
1986		
1987	8/13/1986	Approved specific Grade & Step for Directors
1988	9/9/1987	Presented & Adopted proposal for Director Salary Policy
	9/9/1987	Tabled Directors Salary Approval - for additional review
	9/23/1987	Approved Directors salary ranges & base salary
1989	7/13/1988	Postponed Salary Discussion to 7/20/88 - for additional information
	7/20/1988	Approved Directors salary ranges, base salary & a not to exceed 7% equity adjustment.
1990	6/7/1989	CC discussion on Financial Guidelines for Salary Committee
	6/28/1989	Approved base salary adjustments for Directors of: Assessing; Parks/Forestry/Facilities; Human Resources; Public Services (based on Callahan Study)
	7/12/1989	Approved 4% of total base salaries allocated for raises. Specified recommended base & increase for Directors.
1991	11/8/1989	Rescinded two Salary Policies and replaced for Fiscal 1991 Budget
	6/20/1990	Approved \$6,000 equity increase for base annual salaries of Directors as a group.
	7/11/1990	Approved Total General Adjustment and Total Base Annual Salary for Directors.
1992	6/19/1991	Approved Aggregate \$8,000 Equity Adjustment for Directors. Specified \$8,000 with specific dollars for Directors of: Building; Finance Director/Clerk/Treasurer; Fire Chief; Parks/Forestry & Facilities Director.
	6/19/1991	Rolled Cost of Living (COLA) into base salary of Directors
	7/24/1991	Approved Total Aggregate base annual salary, including COLA and approved equity adjustments. (These salaries are frozen from 1991)
1993	6/24/1992	Waived CC Policy. Tabled Salary Approval to earliest possible date (8/5/92)
	7/28/1992	Salary Discussions
	8/5/1992	CC directed Salary Committee to consider a step increase program for Directors and other employees
	8/5/1992	Approved Total dollars for General Adjustment to base salary for Directors as a group. Total represents a 3% across the board increase at the Mayor's discretion and is a Merit raise.
1994	6/23/1993	Approved Total dollars for General Adjustment (total represents 3% of current base), determined by the Mayor, with the intent that no Director receive more than 3%. Approved \$0 for Equity Adjustment for Directors as a group.
1995	6/22/1994	Approved \$0 Equity Adjustments for Directors
	7/6/1994	Approved total available dollars for base salary of Directors as a group. Total represents a 3% increase.
1996	7/5/1995	Approved Equity Adjustment of \$4,000 for base salary of Directors as a group. Acknowledged intent of Mayor to increase Director of Parks/Forestry/Facilities by \$4,000.
1997	6/26/1996	Approved 2.5% of total current base salary for Equity and/or General Adjustment for base salary of one or more Directors, provided the total of any and all do not exceed amount approved by City Council.
1998	6/25/1997	Approved \$8,000 Equity Adjustments for base salary of specific Directors: Assessing; Building; Fire; HR and Planning.
	6/25/1997	Approved 3% of total current base salary for Equity and/or General Adjustment for base salary of one or more Directors, provided the total of any and all do not exceed amount approved by City Council.

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1999	6/17/1998	Waived CC Policy and set over to 7/1/98
	7/1/1998	Approved 2% total adjustments for base salary of one or more Directors, provided the total do not exceed amount approved by City Council.
2000	5/26/1999	Reported AIS is working on Salaries
	6/18/1999	Reported AIS continues to work on Salaries
	7/7/1999	Waived CC Policy and set over to 7/21/99
	7/21/1999	Postponed to 7/28/99
	7/28/1999	Approved \$8,000 Equity Adjustments for base salary of one or more Directors. Specified positions to allocate dollars to: Fire Chief; DPS Director; Clerk; Director of Parks/Forestry & Facilities.
	7/28/1999	Approved 3% increase to pool for Directors base salary, set amount includes Equity & Merit Adjustment of one or more Directors, provided the total do not exceed amount approved by City Council.
2001	6/28/2000	Approved 3.5% increase to pool designated for Director Salaries. No increase in the Equity Pool as the funds in the pool total are between \$17,000 & \$20,000. Requested Mayor to consider Equity Adjustments to new Directors of Planning and Building hired in 2000.
	7/19/2000	Discussion on CC Policy for Salaries
2002	6/27/2001	Approved 3.5% increase to the pool designated for Directors. May reconsider annual salary pool pending outcome of Wage & Class Study
2003	6/26/2002	Waived Policy and set over to Special Work Session
	7/10/2002	Work Session regarding AIS Salary Recommendations
	7/17/2002	Approved Variable Performance (Discretionary) Pool of \$20,508 to provide for flat bonus pay of up to 2 1/2% of base salary per Director based on performance appraisal for the Fiscal year 2003.
	7/17/2002	Approved 2.5% increase for Directors' General Adjustment in salaries for FY 2003 for a base salary total of \$794,194.53
	7/17/2002	Approved \$26,133.48 for equity adjustments as a group to be budgeted for the 2003 FY to the base annual salary of one or more Department Directors. CC recommended equities to the positions of: Clerk; HR Dir; Plng Dir; Pks/Forestry Dir; Bldg Dir; Fire Chief & DPS Dir.
2004	6/18/2003	Approved 2% increase for Directors' General Adjustment in salaries for Fiscal Year 2004 for a base salary total of \$867,170.00.
	6/18/2003	Approved Equity Adjustment Pool for Directors' base salaries of \$27,986.00 that would bring the Equity Pool total to \$850,167.00, for the Fiscal Year 2004.
	6/18/2003	Approved Variable Performance (Discretionary) Pool of \$20,000.00 be established to provide for flat bonus pay, separate from base pay, for the Fiscal Year 2004.