

South Bay Cities Council of Governments

September 13, 2010

To: Steering Committee
From: Jacki Bacharach, SBCCOG Executive Director
Subject: Creation of Salary Ranges

In response to the Steering Committee request for the creation of salary ranges for the SBCCOG employees all of whom are working at the South Bay Environmental Services Center, staff is recommending the attached job classifications with tiered step increases and corresponding ranges.

Classifications and tiers are based on job function, level of responsibility, experience, and education. They also take into consideration possible increased operations and the development of a "career path or career growth" for employees. In preparing this recommendation, staff reviewed comparable salary data from resources, such as Jobs Available, Inc., CalPACS.org (city salary ranges), and localized data from salary.com.

RECOMMENDATION

Review and comment.

If information is sufficient, recommend adoption to the Board of Directors.