

**RESOLUTION NO. 92-178**

**A RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF EL PASO DE ROBLES  
AMENDING RESOLUTION NO.90-180  
TO ENACT A MERIT, SALARY ADMINISTRATION & BENEFIT PLAN  
FOR EXEMPT EXECUTIVE EMPLOYEES**

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**WHEREAS**, the Government Code of the State of California prescribes a procedure for resolving matters regarding wages, hours and other terms & conditions of employment; and

**WHEREAS**, the Municipal Code Section 2.40.030(c) provides that appointive officers and employees shall receive such compensation as may be fixed by resolution of the City Council; and

**WHEREAS**, Resolution 90-180 did establish and set forth salary ranges for Exempt Executive classifications effective September 30, 1990;

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of El Paso de Robles amends certain provisions of Resolution 90-180 as follows:

**SECTION 1. TERM**

The term of the provisions of this Resolution shall be effected July 01, 1992 and continue until modified by resolution of the Council.

**SECTION 2. MERIT PLAN**

Exempt Executive Employees serve at the discretion of the City Manager and their performance shall be evaluated at least annually. These employees may, on the basis of this evaluation, be eligible to receive a merit increase within the appropriate salary range as established by the City Council.

**SECTION 3: SALARY PLAN**

- A.** Exempt Executive Employee salary ranges shall be determined as follows:
1. Except for the City Manager, salary ranges shall be established on the basis of a survey of comparable classifications in like cities & cities in close proximity to Paso Robles. Selected cities may be reviewed for comparability periodically. It is the policy of the City Council to have the City Manager set individual salaries solely on the basis of merit.
  2. Salary ranges shall be formulated against the average maximum pay of the survey cities. The Paso Robles pay range will extend from 85% to 120% of the survey average maximum pay; the survey average maximum pay will be pegged at the 100th percentile of the Paso Robles range.
  3. Future yearly adjustments to the salary ranges shall be effective on or about

October 1. Exempt Executive Employee's pay may be adjusted to retain their current percentile ranking within the pay range.

B. Exempt Executive Employees include the following classifications:

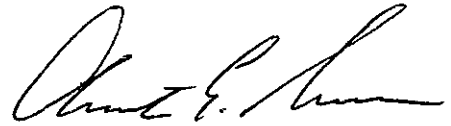
Assistant to the City Manager  
City Librarian  
City Manager  
Director, Administrative Services  
Director, Community Development  
Director, Community Services  
Director, Public Works  
Economic Development Manager  
Fire Chief  
Police Chief

**SECTION 4: BENEFIT PLAN**

- A. All benefits previously approved shall continue and be applied equally to exempt executive employees.
- B. All benefits applied to other non-represented full-time employees shall, as a minimum, be applied to exempt executive employees.
- C. Exempt Executive Employees may receive City matching contributions to deferred compensation plan(s) to a maximum of \$2,500 annually.

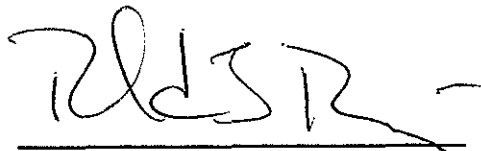
PASSED AND ADOPTED this 3rd day of November, 1992, by the following vote:

AYES: Heggarty, Macklin, Martin, Picanco, and Iversen  
NOES: None  
ABSENT: None



Christian E. Iversen, Mayor

ATTEST:

  
Richard J. Ramirez, City Clerk