



# City of Glendale

## *Classification & Compensation Alignment*

January 21, 2025

# Compensation Alignment

- Classifications are reviewed annually. This year we are proposing adjustments to 2.1% of the City's 862 active job classifications.
- FY 2024-25 Prorated Cost: \$175,000 to be absorbed within FY 2024-25 Budget.

Department	Classification	Adjustment
<b>Community Development</b>	Housing Analyst	8.85%
	Housing Coordinator	8.13%
	Principal Housing Advisor	8.14%
	Senior Housing Advisor	5.02%
	Senior Housing Analyst	8.13%
<b>City Attorney</b>	Legal Executive Secretary	3.59%
	Principal Assistant City Attorney	6.26%
<b>City Treasurer</b>	Treasury & Investment Services Operations Specialist	3.90%
	Treasury Services Technician II	11.30%
<b>GWP</b>	Electrical Field Services Supervisor	6.00%
	Electrical Superintendent	2.64%
	Power Engineering Manager	14.40%
<b>Human Resources</b>	Assistant Director of Human Resources	7.51%
	Safety Administrator	16.79%
<b>Information Technology</b>	Assistant Chief Information Officer	8.38%
<b>Police</b>	Police Communications Administrator	31.85%
	Police Records Administrator	12.29%
<b>Public Works</b>	Assistant Director of Public Works/City Engineer	3.93%



# Approach

- Maintain internal inequity
- Address compaction among classifications within a career ladder
- Align with market trends and labor market counterparts based on survey data



# Approach

<b>Compaction</b>	Assistant Director of Human Resources
	Electrical Field Services Supervisor
	Electrical Superintendent
	Treasury & Investment Services Operations Specialist
<b>Internal Equity</b>	Assistant Director of Public Works/City Engineer
	Housing Analyst
	Housing Coordinator
	Legal Executive Secretary
	Power Engineering Manager
	Safety Administrator
	Senior Housing Analyst
	Treasury Services Technician II
<b>Labor Market</b>	Assistant Chief Information Officer
	Police Communications Administrator
	Police Records Administrator
	Principal Assistant City Attorney
	Principal Housing Advisor
	Senior Housing Advisor



# Labor Market Survey

	Police Communications Administrator
ANAHEIM	\$13,221
BURBANK	\$12,103
GARDEN GROVE	\$12,028
HUNTINGTON BEACH	N/C
INGLEWOOD	N/C
LONG BEACH	N/C
PASADENA	\$13,326
SANTA ANA	\$13,489
SANTA MONICA	N/C
TORRANCE	\$15,956
AVERAGE	\$ 13,354
GLENDAL	\$10,130
\$ DIFF FROM AVERAGE	- \$ 3,224
% DIFF FROM AVERAGE	- 31.82 %



# Compensation Alignment

New Classifications (19)			
<b>Fire</b>	Fire Communications Operator Trainee	<b>Management Services</b>	Graphics Designer
<b>GWP</b>	Electrical Mechanic Supervisor I	<b>Police</b>	Real Time Intelligence Center Operator
	Utility Environmental Program Specialist		Real Time Intelligence Center Specialist
	Utility Environmental Program Supervisor		Real Time Intelligence Center Supervisor
<b>Human Resources</b>	Human Resources Manager	<b>Public Works</b>	Assistant Fleet Compliance Manager
<b>Information Technology</b>	Cybersecurity Engineer I		Parking Meter Technician
	Cybersecurity Engineer II		Senior Parking Meter Technician
	Cybersecurity Engineer III		Senior Traffic Maintenance Technician
	Network Engineer I		Traffic Maintenance Technician
	Network Engineer III		



# Compensation Alignment

## Obsolete and Unfilled Classifications (52)

Deputy Dir of Planning & Neighborhood Svcs	Accountant III	Business Account Rep	Literacy Services Coordinator
Neighborhood Svcs Admin	Collections Specialist	Meter Reader	Dir of Fin/Information Tech
Neighborhood Svcs Supervisor	Public Education Coordinator	Revenue Protection Coordinator	Graphics Illustrator
License Investigator	Forensic Specialist	Electrical Test Assistant	Sr Graphics Illustrator
Neighborhood Svcs Field Rep	Sr Forensic Specialist	Human Resources Administrator	Production Artist
Neighborhood Svcs Field Tech	Forensic Supervisor	Departmental HR Officer	Mech Maint & Warehouse Admin
Neighborhood Svcs Inspector	DNA Specialist	Workers Comp Adjustor I	Recycling Coordinator
Community Beautification Coord	Sr DNA Specialist	Workers Comp Adjustor II	Carpenter
General Counsel	DNA Laboratory Supervisor	Workers Comp Technician	Equipment Painter/Body Repair
Legal Fellow	Asst GM Utility/Finance/Risk	Sr Workers Comp Technician	Machinist
Gardener	Chief Asst Gnrl Mgr/Electric	Info Services Project Manager	Painter
Sr Gardener	Chief Asst Gnrl Mgr/Water	Info Services Associate	Real Property Agent
Principal Accountant	Power Line Supervisor II	Library Arts & Culture Admin	Sign Painter





# Full-Time Salaried Position Request

- Fire Department is requesting the addition of an Emergency Services Coordinator position.
  - Will bring specialized knowledge and experience in emergency management.
  - Authorized full-time salaried position count will increase from 1,643 to 1,644.
  - FY 2024-25 prorated cost: \$50,000, to be absorbed within the department's FY 2024-25 General Fund Budget.





# City of Glendale

Questions?

