

Compensation for the Interim City Manager (B)

Revised 10/5/5 by Charlie Hauck, Assistant City Attorney

Personnel & Organizational Structure Committee Meeting on Tuesday, October 4, 2005

Generally, up to 10% additional salary, except as may be adjusted for circumstances surrounding the vacancy. For example, if the vacancy has been anticipated and scheduled and the person appointed to the acting position has had an opportunity to prepare to assume the position, perhaps during the later portions of a selection process, this is one situation. Assuming an acting position where the former occupant left abruptly, perhaps with the office, over which the person is to assume command mired in conflict or controversy, would seem to be a more difficult situation. More compensation would be provide for lengthier anticipated tenure; however, the actual amount of additional compensation would not exceed the salary of prior incumbent.

The type of additional compensation would typically involve additional salary, bonuses, deferred compensation, additional leave and car/car allowance, with due consideration for payroll/pension requirements. This would all be "on top of" the employee's pre-acting compensation package.

Finally, the employee appointed to the acting position would remain eligible for the "normal" pay plan increase s/he would have been eligible for, except that now it would be the "average" increase granted to exempt employees, to the extent this was available in the employee's normal (pre-acting) salary range.