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Councilors Bushor,
 Kaplan, Dober: Institutions/Human Resources Com.

**AUTHORIZE IMPLEMENTATION OF COMPENSATION
 ADJUSTMENTS FOR DISTRIBUTION ENGINEER
 AND DIRECTOR OF OPERATIONS AT
 BURLINGTON ELECTRIC DEPARTMENT--McNEIL STATION**

In the year Two Thousand Nineí ..
 Resolved by the City Council of the City of Burlington, as follows:

That WHEREAS, the City Council authorized the Chief Administrative Officer (CAO) and the General Manager of BED to commission a study to review the competitiveness of the compensation of management and technical positions; and

WHEREAS, the City commissioned Gallagher, Flynn & Company to conduct a market review (The Study) of salaries of some of its non-union positions; and

WHEREAS, the Institutions and Human Resource Policy Committee was directed by the Council to further assess the proposed compensation adjustments for positions identified as critical pursuant to a previously provided chart dated June, 2009, including critical positions at Burlington Electric Department and the McNeil Station; and

WHEREAS, the Institutions and Human Resource Policy Committee met on August 31, 2009 and recommended approval of the compensation adjustments proposed by The Study for these positions;

NOW, THEREFORE BE IT RESOLVED that this City Council hereby agrees to make compensation adjustments for the following specific positions:

1. BED Senior Distribution Engineer--From a current range of \$62,475 to \$102,418 to a new compensation range of \$70,000 to \$115,000; and
2. BED/McNeil Station Director of Operations--From a current range of \$47,826 to \$78,403 to a new compensation range of \$73,200 to \$120,000.