

Executive Team Compensation Plan

April 12, 2022



Background

1. Proposed re-banding to address immediate issues of ET:
 - Attraction
 - Retention
 - Compaction/Equity
1. Surveyed salary and benefits of comparable Cities
2. Not changing existing elements of the compensation plan as established for 2021-2023
3. Rebanding and Addressing competitiveness of Watsonville

SALARY

DIRECTORS	SALARY
Tier A	
Assistant City Manager, Police Chief, Public Works	\$16,964
Tier B	
Admin Services , Airport, Community Development, Deputy City Manager, Fire Chief, Information Technology, Library, Parks and Community Services	\$15,772

Benefits

- A match of \$50.00 contribution per pay period to Deferred Compensation plan
- All others benefits remain

Council Action

City Council adopt a resolution rescinding and replacing the City of Watsonville Compensation and Benefit Plan for members of the Executive Team.