City Council Agenda

Special Meeting

Tuesday, November 1, 2011
7:00 PM

Bell Community Center
6250 Pine Avenue

Ali Saleh
Mayor

Danny Harber
Vice Mayor

Violeta Alvarez
Council Member

Ana Maria Quintana
Council Member

Nestor E. Valencia
Council Member

Welcome to the City Council Meeting

The Bell City Council and staff welcomes you. This is your City Government. Individual participation is a basic part of American Democracy and all Bell residents are encouraged to attend meetings of the City Council.

Regularly City Council meetings are held the second and fourth Wednesday of the month at 7:00 p.m., Bell Council Chambers, 6330 Pine Avenue. For more information, you may call City Hall during regular business hours 8:00 a.m. to 4:00 p.m., Monday through Friday at (323) 588-6211 Extension 217.

City Council Organization

There are five City Council members, one of whom serves as Mayor and is the presiding officer of the City Council. These are your elected representatives who act as a Board of Directors for the City of Bell. City Council members are like you, concerned residents of the community who provide guidance in the operation of your City.

Addressing the City Council

If you wish to speak to the City Council on any item which is listed or not listed on the City Council Agenda, please complete a *Request to Speak Card* available in the back of the City Council Chambers. Please submit the completed card to the City Clerk prior to the meeting.

The Mayor will call you to the microphone at the appropriate time if you have filled out a *Request to Speak Card.* At that time, please approach the podium, clearly state your name and address, and proceed to make your comments.

Compliance with Americans with Disabilities Act

The City of Bell, in complying with the Americans with Disabilities Act (ADA), request individuals who require special accommodation(s) to access, attend, and or participate in a City meeting due to disability. Please contact the City Clerk's Office, (323) 588-6211, Ext. 217, at least one business day prior to the scheduled meeting to insure that we may assist you.

Special Meeting of
Bell City Council

November 1, 2011
7:00 PM

Bell Community Center
6250 Pine Avenue

I. Call to Order

1.01 Pledge of Allegiance to the Flag.

1.02 Roll call of City Council in their capacities as Councilmembers.

Ms. Alvarez _____
Ms. Quintana _____
Mr. Harber _____
Mr. Valencia _____
Mr. Saleh _____

II. Communications From The Public

During Communications from the Public, if you wish to address the City Council during this Special Meeting, under Government Code Section 54954.3(a), you may only address the City Council concerning any item that has been described in the Notice and Call for the Special Meeting.

Persons wishing to address the Council during "Communications from the Public" must submit a request on the "blue form" provided by the City Clerk; these requests may be submitted at any time before or during this time that is devoted to oral communications; provided, however, that requests must be submitted prior to the beginning of the first speaker's remarks.

Each person who addresses the Council must do so in an orderly manner and must not make personal, impertinent, slanderous or profane remarks to any member of the council, staff or general public. Any person who makes such remarks, or utters loud, threatening, personal or abusive language or who engages in any other disorderly conduct that disrupts, disturbs or otherwise impedes the orderly conduct of the Council meeting will, at the discretion of the presiding officer or a majority of the Council, be barred from further audience before the Council during that meeting.

III. Council Business

The following items have no legal publication requirements. Pursuant to the Ralph M. Brown Act, public comments may be received on these items prior to the time action is taken by the City Council.

3.01 Review of Classification and Compensation Study. 1-4

3.02 Update on Para-transit Services RFP. *(Materials will be available in advance of the meeting)*

IV. Adjournment

Regular Meeting, Wednesday, November 9, 2011 at 6:30 P.M.

I, Rebecca Valdez, City Clerk of the City of Bell, certify that a true, accurate copy of the foregoing agenda was posted on October 28, 2011 Twenty-four (24) hours prior to the meeting as required by law.

Rebecca Valdez, CMC
City Clerk

CPS HR CONSULTING

Classification and Total Compensation Study
City Council Meeting Overview

City of Bell

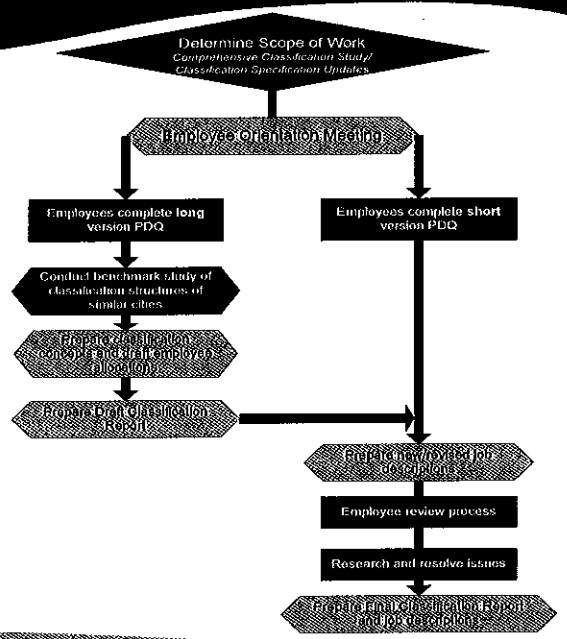
CPS HR CONSULTING

Classification Study

- Overview of Classification Study
  - Scope of Work
  - Study Process
  - Study Deliverables
  - Study Roles

CPS HR CONSULTING

CLASSIFICATION STUDY PROCESS



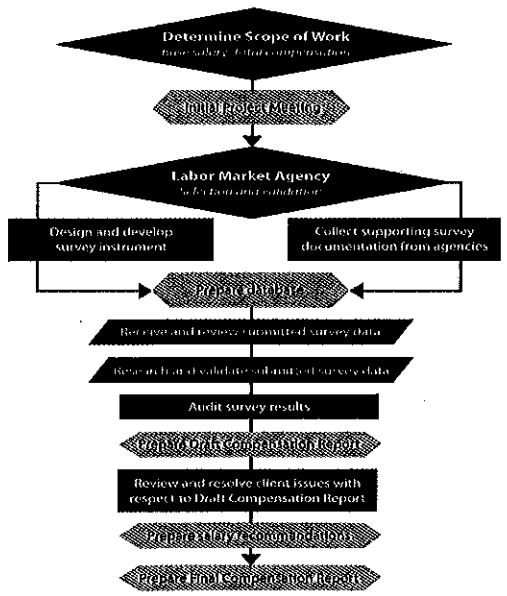
CPS HR CONSULTING

Total Compensation Study

- Overview of Total Compensation Study
  - Scope of Work
  - Study Process
  - Study Deliverables
  - Study Roles

CPS HR CONSULTING

TOTAL COMPENSATION STUDY PROCESS



CPS HR CONSULTING

City Council Policy Decisions

- Decisions needed prior to data collection are:
  - Labor market agency selection
    - What agencies should the City compare against and why
    - Selection criteria:
      - Geographic location
      - Agency size
      - Services provided
    - If needed, CPS HR will conduct an Economic Research Institute analysis to ensure cost of living/cost of wages do not impact results

CPS HR CONSULTING

City Council Policy Decisions

- Compensation data sources
  - Public sector only
  - Private sector/published surveys
- Labor market position – where does the City want to set salaries?
  - Considerations are
    - What does the City need to pay to attract and retain qualify staff
    - What can the City afford on a sustainable basis

CPS HR CONSULTING

City Council Policy Decisions

- What should the City's total compensation system comprise?
  - Base salary
  - Variable pay
  - Bonus pay
  - Incentive pay
  - Benefits