



**Request for City Council Committee Action
From the Finance Department**

Date: July 18, 2005

To: Council Member Barbara Johnson, Chair Ways and Means Committee

Referral to: None

Subject: Request approval for step 6.5 of Financial Analyst Position

Recommendation:

The Finance Department requests approval to hire Paula Mazzacano at step 6.5 of the salary scale for the position of Financial Analyst in the Development Finance Division.

Previous Directives:

N/A

Prepared or Submitted by: Jack Kryst, 673-5130

Approved by: Patrick Born, City Finance Officer _____

John Moir, City Coordinator _____

Pam French, Human Resources Director _____

Presenters in Committee: Jack Kryst, Director Development Finance Division

Financial Impact (Check those that apply)

No financial impact - or - Action is within current department budget.
(If checked, go directly to Background/Supporting Information)

Community Impact (use any categories that apply)

Not applicable

Background/Supporting Information Attached

The Development Finance Division of the Finance Department is looking to fill its vacant Financial Analyst position and by virtue of her level of experience, past known performance on behalf of the City, and current salary level seeks approval to start Ms. Mazzacano at step 6.5 of the position's salary scale.

Ms. Mazzacano will bring 22 years of applicable experience to this position. 19 years of respected prior City experience and 4 years of relevant, current non-City experience.

Her return to the City in this position significantly augments the basic requirements of the position with valuable relevant experience and history, and brings additional skills and knowledge that strengthens succession planning in the department.

Her salary level was verified with her current employer and is, in fact, slightly higher than the recommended starting point. This position is budgeted.

We recommend your approval.