



## *Agenda Report*

To: Rose Bowl Operating Company  
From: Darryl Dunn, General Manager  
Subject: Approval by Resolution of Salary Ranges

### **RECOMMENDATION:**

It is recommended that the Rose Bowl Operating Company (RBOC) adopt the attached Salary Resolution to implement salary ranges for various classifications/positions in the management and hourly groups.

### **BACKGROUND:**

The RBOC needs to approve updated salary ranges for positions at the RBOC periodically. This was most recently done in June, 2013. Pursuant to the RBOC Bylaws section 5.2, the Board has the authority to set the compensation for officers, agents and employees of the corporation by Resolution. The Board is being asked to adopt a Resolution that will implement up-to-date salary ranges for RBOC full time staff. The attached salary ranges were produced using information obtained via a comprehensive survey of sports/entertainment/facilities industry and market-based data, and comparable sports/entertainment facility salary range data.

It should be recognized that some positions have commissions as elements of compensation, which is driven by the nature of the job description, and these commissions are necessary to attract and retain qualified candidates. In these cases, it is possible the total compensation for these specific positions may exceed the base salary identified in the salary range. For example, the salary ranges exclude non-salary benefits such as car allowances if applicable. In addition, bonus amounts are also not part of these base salary amounts referenced in the attachment. Neither commissions nor bonus amounts are considered part of base salaries and staff has

been advised by outside legal counsel that such commissions and bonuses are not subject to retirement benefits by CALPERS.

Please see attachment A for updated base salary ranges.

**FISCAL IMPACT:**

There is no fiscal impact at this time.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Darryl Dunn".

*for* Darryl Dunn,  
General Manager

**EXHIBIT A**  
**BASE SALARY RANGES**

**MANAGEMENT RANGES**

<u>Classification</u>	<u>Rate</u>
Chief Operations Officer	\$140,000 - \$170,000
Chief Financial Officer	\$100,000 - \$120,000
Chief Revenue Officer	\$120,000 - \$140,000
Director of Development	\$110,000 - \$130,000
Director of External Relations	\$60,000 - \$80,000
Director of Sales	\$40,000 - \$60,000
Sr. Event Manager	\$75,000 - \$87,000
Event Manager	\$50,000 - \$70,000
Assistant Event Manager	\$35,000 - \$55,000
Human Resource Manager	\$85,000 - \$99,000
Office Manager	\$60,000 - \$70,000
Operations Manager	\$50,000 - \$67,000
Pavilion Manager	\$55,000 - \$74,000
Pavilion/Golf Course Maintenance	\$55,000 - \$75,000
Project Manager	\$60,000 - \$67,000
Sr. Accounting Manager	\$90,000 - \$99,000
Controller	\$95,000 - \$115,000
Director of Compliance	\$90,000 - \$110,000
Stadium Architect/Dir. Facility Planning/Projects	\$120,000 - \$140,000
Stadium Facilities Manager	\$85,000 - \$99,000
Stadium Turf Superintendent	\$110,000 - \$130,000
Assistant Field Superintendent	\$50,000 - \$70,000

**EXHIBIT A (continued)**  
**BASE SALARY RANGES**

**HOURLY RATES**

<u>Classification</u>	<u>Rates</u>
Administrative Assistant	\$16.00 - \$18.00
Accounts Payable Administrator	\$26.00 - \$27.07
Accounts Payable Clerk	\$17.00 - \$18.27
Purchasing Agent	\$23.00 - \$25.00
Maintenance Worker	\$13.00 - \$17.00
Pavilion Maintenance	\$19.00 - \$21.00

\*Please note these ranges exclude commissions, bonuses and car allowances as applicable

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE ROSE BOWL OPERATING COMPANY TO ESTABLISH THE BASE SALARY RANGES FOR ALL EMPLOYEES**

WHEREAS, The Rose Bowl Operating Company (RBOC) Board of Directors have been granted certain powers to select and remove all the other officers, agents and employees of the corporation, prescribe such powers and duties of them, fix their compensation, and require from them security for faithful service; and

WHEREAS, the RBOC Board of Directors retains the General Manager of the RBOC to undertake the day-to-day selection, management, direction, discipline and evaluation of all RBOC employees; and

WHEREAS, however, the RBOC Board of Directors may establish by Resolution the salary ranges for the officers, agents and employees of the corporation as it deems necessary to conduct the business of the corporation.

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of the Rose Bowl Operating Company that the following are the adopted salary ranges for employees of the RBOC as follows:

**MANAGEMENT RANGES**

<u>Classification</u>	<u>Rate</u>
Chief Operations Officer	\$140,000 - \$170,000
Chief Financial Officer	\$100,000 - \$120,000
Chief Revenue Officer	\$120,000 - \$140,000
Director of Development	\$110,000 - \$130,000

Director of External Relations	\$60,000 - \$80,000
Director of Sales	\$40,000 - \$60,000
Sr. Event Manager	\$75,000 - \$87,000
Event Manager	\$50,000 - \$70,000
Assistant Event Manager	\$35,000 - \$55,000
Human Resource Manager	\$85,000 - \$99,000
Office Manager	\$60,000 - \$70,000
Operations Manager	\$50,000 - \$67,000
Pavilion Manager	\$55,000 - \$74,000
Pavilion/Golf Course Maintenance	\$55,000 - \$75,000
Project Manager	\$60,000 - \$67,000
Sr. Accounting Manager	\$90,000 - \$99,000
Controller	\$95,000 - \$115,000
Director of Compliance	\$90,000 - \$110,000
Stadium Architect/Dir. Facility Planning/Projects	\$120,000 - \$140,000
Stadium Facilities Manager	\$85,000 - \$99,000
Stadium Turf Superintendent	\$110,000 - \$130,000
Assistant Field Superintendent	\$50,000 - \$70,000

#### HOURLY RATES

<u>Classification</u>	<u>Rates</u>
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Accounts Payable Administrator	\$26.00 - \$27.07
Accounts Payable Clerk	\$17.00 - \$18.27
Purchasing Agent	\$23.00 - \$25.00

Maintenance Worker \$13.00 - \$17.00

Pavilion Maintenance \$19.00 - \$21.00

\*Please note these ranges exclude commissions, bonuses and car allowances as applicable.

Adopted at the \_\_\_\_\_ meeting of the Board of Directors of the Rose Bowl Operating Company on the \_\_\_\_\_ day of \_\_\_\_\_, 2016 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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MARY HENDERSON  
Recording Secretary

Approved as to form:

  
\_\_\_\_\_  
Theresa E. Fuentes  
Assistant City Attorney

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