

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PLACERVILLE
RETROACTIVELY APPROVING AND AFFIRMING AN AMENDMENT TO
SALARY AND BENEFIT PROVISIONS FOR THE NON-SWORN EMPLOYEES
IN THE UNREPRESENTED EXECUTIVE MANAGEMENT UNIT
CLASSIFICATION**

WHEREAS, the Executive Management Unit consists of the following employee classifications: Assistant Director of Community Services, Assistant Finance Director, Chief of Police, City Engineer, City Manager, City Planner, Director of Community Services, Director of Development Services, Assistant City Manager/Director of Finance, Police Commander, Police Lieutenant, Director of Public Works, and the Recreation Superintendent; and

WHEREAS, the Executive Management Unit is an unrepresented bargaining unit and has not been represented in negotiations with the City regarding salaries and benefits; and

WHEREAS, at its meeting held on March 11, 2025, the City Council approved a tentative agreement with the International Union of Operating Engineers Stationary Engineers, Local 39 (Local 39) unit in closed session for the period of January 1, 2025 to December 31, 2026, and the City Attorney, reported out the said tentative agreement during open session of the same meeting; and

WHEREAS, the City Council desires to amend the non-sworn salary and benefit provisions for the Executive Management Unit to reflect the provisions of the Local 39 tentative agreement effective from January 1, 2025 to December 31, 2026.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the City Council of the City of Placerville hereby retroactively approves and affirms the following amendments to the salary and benefit provisions for the Executive Management Unit.

Non-Sworn Employee Compensation

A. Salaries

1. Effective the first full pay period in January 2025, the City shall increase base salary by two percent (2%).
2. Effective the first full pay period in July 2025, the City shall increase base salary by one percent (1%).
3. Effective the first full pay period in July 2025, the City shall pay unit members a one-time distribution (off-schedule salary stipend) of \$500 each.
4. Effective the first full pay period in January 2026, the City shall implement a salary study increase for agreed upon unit classifications determined to be below market based on the 2022 compensation study and a weighted average that is equal to 1% of the salary for the unit subject to Section 6 below.

5. Effective the first full pay period in January 2026, the City shall increase base salary by equivalent to the annual change in the San Francisco-Oakland-San Jose Consumer Price Index-All Urban Consumers from February 2024 to February 2025 with a minimum increase of two percent (2%) and a maximum increase of four percent (4%) subject to Section 6 below.
6. Any legislative changes affecting the allocation formulas used to apportion highway user taxes, property taxes, property taxes in lieu of VLF, and/or sales taxes that decrease the revenues received by the City shall result in the suspension of the said January 2026 salary increase and/or the January 2026 salary study adjustments shown above. A forecasted deficit in the General Fund, Sewer Enterprise Fund, and/or the Water Enterprise Fund equal to 1.00% or more shall result in the suspension of the said January 2026 salary increase and/or the January 2026 salary study adjustments shown above.

B. Holidays

All full-time, probationary, and permanent status employees are eligible for the following holidays:

- New Year's Day
 - Martin Luther King's Birthday (3rd Monday in January)
 - President's Day (3rd Monday in February)
 - Memorial Day
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving Day
 - Day after Thanksgiving Day
 - Christmas Day
 - Day before or after Christmas Day or Day before or after New Year's Day
 - Day determined by Department Head
 - (3) Floating Holidays (Juneteenth observed as a floating holiday)
- a. Floating holidays to be taken at the discretion of the City Manager or designee and shall not be carried over beyond any calendar year. If an employee is called in to work on a floating holiday which had been previously scheduled and approved, the employee would receive either a rescheduled

floating holiday to be taken at the request of the employee and the approval of the department head.

- b. Friday is a holiday when the regular holiday falls on a Saturday, and Monday is a holiday when the regular holiday falls on a Sunday
 - c. Holidays shall reflect federally legislated changes
- C. All Other Salary and benefit provisions as currently provided shall remain in full force and affect.

The foregoing Resolution was introduced at a regular meeting of the City Council of the City of Placerville held on August 12, 2025, by Councilmember _____ who moved its adoption. The motion was seconded by Councilmember _____. The motion was passed by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Mayor John Clerici

ATTEST:

Regina O’Connell, CPMC, City Clerk