

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PLACERVILLE
ADOPTING AN AMENDMENT TO SALARY AND BENEFIT PROVISIONS FOR
THE EMPLOYEES IN THE UNREPRESENTED EXECUTIVE MANAGEMENT
UNIT CLASSIFICATIONS**

WHEREAS, the City has completed negotiations with the International Union of Operating Engineers Stationary Engineers, Local 39 through December of 2018; and

WHEREAS, the Executive Management Unit consists of the following employee classifications: Chief of Police, City Engineer, City Manager, City Planner, Director of Community Services, Director of Development Services, Director of Finance, Police Commander, Police Lieutenant, Public Works Operations Manager, 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, the City Council desires to amend the salary and benefit provisions for the Executive Management Unit.

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

Term

This resolution shall remain in effect through June 30, 2017.

Employee Compensation

A. Non-Sworn Salaries

1. The City shall issue a one-time distribution of \$1,750 to each active non-sworn regular full-time employee hired prior to January 1, 2016, effective the first full pay period following approval of this resolution by the City Council.
2. Effective the first full pay period in July 2016, the City shall increase base salaries by 1.00%.
3. Effective the first full pay period in January 2017, the City shall increase base salaries by 1.50%.

B. Longevity Pay

The City shall maintain a longevity pay plan for all classifications in the Executive Management Unit as follows:

<u>Years of Service</u>	<u>Percentage of Salary</u>
10 – 15	2.5%
15 – 20	5.0%
20 or more	7.5%

CALPERS RETIREMENT

- A. Full-time Employees hired prior to October 15, 2011:
- 1) The City will provide the CalPERS 2.5% at age 55 pension with highest 3-year compensation formula.
 - 2) The employee shall pay 100% of the employee contribution.
- B. Employees hired between October 15, 2011 – December 31, 2012 and “Classic Members” hired on or after January 1, 2013:
- 1) The City will provide the CalPERS 2.00% at age 55 pension plan with highest 3-year compensation formula.
 - 2) The employee shall pay 100% of the employee contribution rate.
- C. Full-time “New Members” hired on or after January 1, 2013:
- 1) The City will provide the CalPERS 2.00% at age 62 pension plan.
 - 2) The employee shall pay 50.00% of the PERS “normal costs” (as defined in PEPRA).

Vacation Cash Out

- A. Employees may cash out a maximum of eighty (80.00) hours of accumulated vacation time each fiscal year subject to the following provisions:
- 1) The City Council approves budget appropriations to fully fund or partially fund the annual vacation cash out program; and
 - (2) The eligible employee must have a vacation bank balance that exceeds two-hundred (200.00) hours before the vacation cash out; and

- (3) The eligible employee must demonstrate a minimum vacation bank balance of two-hundred (200.00) hours upon the cashing out of the said vacation hours; and
- (4) Employees are limited to one vacation cash out per fiscal year; and
- (5) Cash out requests must be submitted to the Finance Department no later than June 15th each year; and
- (6) Cash outs will be processed the next available payroll; and
- (7) For employees who have vacation bank balances of 240 hours or more, the cashing out of vacation time shall not count towards using their annual vacation accruals for vacation capping purposes.

Existing Salary and Benefit Provisions

All other salary and benefit provisions currently in place at the writing of this resolution shall remain in full force and effect throughout the term of this resolution.

The foregoing Resolution was introduced at a regular meeting of the City Council of the City of Placerville held on March 22, 2016, 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 Trisha Wilkins

ATTEST:

Kelly Witt, City Clerk