



City Manager’s Report
July 12, 2016, City Council Meeting
Prepared by: Dave Warren, Director of Finance
Item #: 8.6

Subject: Adopt a resolution retroactively approving and affirming a salary schedule effective July 2, 2016 (Attachment “A”).

Background:

Over the past year, the City completed labor negotiations with both the International Union of Operating Engineers Stationary Engineers, Local 39 and the Placerville Police Officers Association, and effective July 2, 2016, both units will begin receiving salary adjustments based on those negotiations. The City Council also approved new salary provisions for the Executive Management Unit recently. Staff has prepared a new salary schedule with these adjustments and recommends the City Council approve the said salary schedule retroactively effective July 2, 2016.

Discussion:

The City Council approved a new Memorandum of Understanding (MOU) with Placerville Police Officers Association on May 12, 2015 (Resolution No. 8303) which provides a 5.00% salary step increase for safety “classic members,” in exchange for picking up the remaining 4.00% Employer Paid Member Contribution (EPMC) effective July 2, 2016, which is addressed in a staff report in tonight’s agenda under a separate cover. This change will have a net payroll impact of approximately 1.00% (5.00% - 4.00%). As stated in the MOU, the old Step 1 has been removed, and a new step 6 has been added to the proposed six-step salary schedule for the Police Officer and Police Sergeant positions. In continuing a long standing past practice, the same salary adjustments have been made available to the Chief of Police, Police Commander, and Police Lieutenant positions.

On March 22, 2016, The City Council approved a new MOU with the International Union of Operating Engineers Stationary Engineers, Local 39 (Resolution No. 8402), which included a 1.00% salary increase effective July 2, 2016. At the same meeting, the City Council also adopted Resolution No. 8403 which approved new salary and benefit provisions for the Executive Management Unit, which is unrepresented. Accordingly, the salaries for the following positions have been increased by 1.00%:

Accounting Assistant I/II	Community Service Officer	Maintenance Mechanic
Administrative Secretary	Director of Community Services	Maintenance Worker I/II
Associate Planner	Director of Development Services	Office Assistant I/II
Building Inspector I/II	Director of Finance	Police Dispatcher/Records Technician
City Engineer	Engineering Specialist	Police Property/Evidence Officer
City Manager	Engineering Technician	Police Service Assistant
City Planner	Gold Bug Park Maintenance & Operations Specialist	Recreation Superintendent

Senior Maintenance Mechanic	Traffic Maintenance Worker	Water Reclamation Facility Operator I, II, III, IV
Senior Maintenance Worker	Utility Services Specialist	
Senior Police Dispatcher/Records Technician	Water Meter Technician	

The salaries for all other positions have remained the same.

Options:

1. Adopt a resolution retroactively approving and affirming the new salary schedule as presented.
2. Direct Staff to take another action.

Cost:

The aggregate annual cost of the salary increases included in the new salary schedule is projected to be \$79,221 during Fiscal Year 2016/2017.

Budget Impact:

The \$79,221 projected cost of the salary increases shown in the proposed salary schedule have been incorporated in the adopted Fiscal Year 2016/2017 Operating Budget.

Recommendation:

Adopt a resolution retroactively approving and affirming a salary schedule effective July 2, 2016 (Attachment "A").



 M. Cleve Morris, City Manager



 Dave Warren, Director Finance

RESOLUTION NO. _____**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PLACERVILLE
RETROACTIVELY APPROVING AND AFFIRMING A SALARY SCHEDULE
EFFECTIVE JULY 2, 2016**

WHEREAS, the City Council approved a new Memorandum of Understanding (MOU) with the Placerville Police Officers Association on May 12, 2015 (Resolution No. 8303) which provides a 5.00% salary step increase for safety "classic members," in exchange for picking up the remaining 4.00% Employer Paid Member Contribution effective July 2, 2016; and

WHEREAS, the City Council desires to continue a long standing past practice in providing the same salary adjustments to the Chief of Police, Police Commander, and Police Lieutenant positions; and

WHEREAS, On March 22, 2016, the City Council approved a new MOU with the International Union of Operating Engineers Stationary Engineers, Local 39 (Resolution No. 8402) which included a 1.00% salary increase effective July 2, 2016, and adopted Resolution No. 8403 which approved a 1.00% salary increase for the Executive Management Unit effective July 2, 2016; and

WHEREAS, Staff has prepared a new salary schedule that incorporates these salary adjustments.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the City Council of the City of Placerville hereby retroactively approve and affirm a salary schedule effective July 2, 2016 (Attachment "A").

The foregoing Resolution was introduced at a regular meeting of the City Council of the City of Placerville held on July 12, 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:

Regina O'Connell, Interim City Clerk