

DATE SUBMITTED 06/12/2015
 SUBMITTED BY City Manager
 DATE ACTION REQUIRED 06/17/2015

Agenda Item No E-11
 CITY COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION (X)
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: MEMORANDUM OF UNDERSTANDING WITH THE UNREPRESENTED EMPLOYEES (MANAGEMENT, SUPERVISORY, PROFESSIONAL, CONFIDENTIAL, POLICE SERGEANTS) FOR FISCAL YEAR 2015/2016.

1. APPROVAL OF RESOLUTION APPROVING THE MOU WITH UNREPRESENTED EMPLOYEES FOR FISCAL YEAR 2015/2016.

DEPARTMENT INVOLVED City Manager

BACKGROUND/SUMMARY:

Staff to provide report at meeting.

FISCAL IMPACT:

STAFF RECOMMENDATION:

MANAGER'S RECOMMENDATION:

MANAGER'S INITIALS MDB

MOTION:

SECONDED:
 AYES:
 NAYES:
 ABSENT:

APPROVED () REJECTED ()
 DISAPPROVED () DEFERRED ()

REFERRED TO:

RESOLUTION NO. 2015

**RESOLUTION OF THE CITY COUNCIL FOR THE CITY OF IMPERIAL,
STATE OF CALIFORNIA ESTABLISHING THE SALARIES AND EMPLOYEE
BENEFITS FOR MANAGEMENT, SUPERVISORY, PROFESSIONAL,
CONFIDENTIAL AND POLICE SERGEANTS – UNREPRESENTED EMPLOYEES
FOR THE CITY OF IMPERIAL**

WHEREAS, the City Council recognizes that management, supervisory, professional and confidential - unrepresented employees for the City of Imperial must provide effective management and leadership to assure efficient City operations and quality public service; and

WHEREAS, the City Council recognizes the greater responsibilities inherent in management, supervisory, professional and confidential-unrepresented assignments and the extraordinary performance required of unrepresented employees; and

WHEREAS. The City Council of the City of Imperial is negotiating Memorandums of Understanding with other duly recognized employee groups for salaries, benefits and working conditions; and

WHEREAS, the City Council desires to establish the salaries and employee benefits to be afforded by the City Council to management, supervisors, professional and confidential employees including Police Sergeants; and

WHEREAS, the unrepresented employees wish to have the Council consider approval of a “me too” clause with recognized employee groups with regard to any new benefit, salary or working condition approved by City Council for the employee members; and

WHEREAS, the Management, Supervisory, Professional, Confidential and Police Sergeants, employees known as the unrepresented employees for the City of Imperial include job classifications and salary ranges approved below for Fiscal Year 2014-2015:

1. City Manager	Contract	Management
2. Police Chief	Contract	Management
3. Public Services Director	Range 96	Management
4. Finance Director	Range 92	Management
5. Parks and Recreation Director	Range 92	Management
6. Library Administrator	Range 81	Management
7. Planning & Development Director	Range 97	Management
8. Human Resources Manager	Range 96	Management
9. Public Services Manager	Range 92	Management
10. Chief Water Operator	Range 83	Supervisor
11. Chief Wastewater Operator	Range 83	Supervisor
12. Project Manager	Range 92	Management

13. Building Inspector	Range 80	Professional
14. Eng. Technician/Inspector (LT)	Range 66	Professional
15. Recreation Program Manager	Range 88	Professional
16. Public Services Foreman	Range 78	Supervisor
16. Project Coordinator	Range 74	Professional
17. Admin Secretary to the CM	Range 69	Confidential
18. Administrative Police Sergeant	Range 85	Supervisor (POA)
19. Police Sergeant	Range 81	Supervisor (POA)

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

Those unrepresented employees, not members of a duly recognized bargaining unit, shall receive the following benefits starting fiscal year 2015-2016:

(Need to list)

BE IT FURTHER RESOLVED that the following benefits shall continue as outlined and are also included for unrepresented employees:

SECTION 1. EMPLOYEE BENEFITS

(Need to list)

SECTION 2. TERM LIFE INSURANCE

Unrepresented employees shall be provided with basic Group Term Life insurance paid for by the City consistent with the rest of the employee groups. City shall continue to pay the cost of Term Life Insurance for Employee Only for Plan Year 2015-2016.

SECTION 3. FLEXIBLE SPENDING ACCOUNT PLAN

All unrepresented employees shall be eligible to participate in the City sponsored Flexible Spending Account Plan. The unrepresented employee shall pay the administrative cost of the Flexible Spending Account for Plan Year 2015-2016 consistent with the rest of the employee groups.

SECTION 4. SICK AND VACATION

Sick and vacation time is converted to Paid Time Off (PTO) for the purposes of retirement.

SECTION 5. HOLIDAYS

Holidays observed by the City are consistent with the holidays observed by the other employee groups.

SECTION 6. OVERTIME

(list if any)

SECTION 7. PERS RETIREMENT

City offers the PERS retirement plans for unrepresented employees consistent with the rest of the employee groups and adjusts the employer contribution rate based on an annual PERS Evaluation Report.

SECTION 8. OTHER BENEFITS

Certain positions are allowed the use of a City cell phone and others are allowed the use of a City vehicle.

SECTION 9. ADMINISTRATION OF BENEFITS

The City Manager, Finance Director and Human Resources Manager are hereby directed to provide the necessary administrative procedures to implement the above provisions of this resolution.

Passed and adopted by the City Council of the City of Imperial State of California, 7th day of June, 2015.

By: _____
Mark T. Gran, Mayor

ATTEST:

By: _____
Debra Jackson, City Clerk

APPROVED AS TO FORM:

By: _____
Dennis Morita, City Attorney