

DATE SUBMITTED 10/12/2017  
 SUBMITTED BY CITY MANAGER'S OFFICE  
 DATE ACTION REQUIRED 10/18/2017

COUNCIL ACTION (x)  
 PUBLIC HEARING REQUIRED ( )  
 RESOLUTION ( )  
 ORDINANCE 1<sup>ST</sup> READING ( )  
 ORDINANCE 2<sup>ND</sup> READING ( )  
 CITY CLERK'S INITIALS [Signature]

**IMPERIAL CITY COUNCIL  
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL AND UNREPRESENTED EMPLOYEES (MANAGEMENT, SUPERVISORY, PROFESSIONAL, CONFIDENTIAL AND POLICE SERGEANTS) FOR FISCAL YEAR 2017-2018.  1. APPROVAL OF RESOLUTION NO. 2017- ____, ESTABLISHING SALARIES AND EMPLOYEE BENEFITS FOR THE UNREPRESENTED EMPLOYEES (MANAGEMENT, SUPERVISORY, PROFESSIONAL, CONFIDENTIAL, AND POLICE SERGEANTS) FOR FISCAL YEAR 2017-2018.	
DEPARTMENT INVOLVED: CITY MANAGER'S OFFICE	
BACKGROUND/SUMMARY:  The City has concluded labor negotiations with the unrepresented (MSPC) group for fiscal year 2017-2018. The City and MSPC have come to an agreement regarding benefits provided, such as COLA and Merit Increases, Health Insurance and Paid Time Off (PTO). The MSPC Group has also invoked the "Me Too" clause specific to Teamsters and IPOA as it relates to uniform vouchers and education percentage salary increases. For specific details on these items please see the attached proposal agreed on by the City and MSPC representatives on October 5, 2017.	
FISCAL IMPACT: NO FISCAL IMPACT	ADMIN SERVICES SIGN INITIALS <u>[Signature]</u>
STAFF RECOMMENDATION: N/A	DEPT. INITIALS _____
MANAGER'S RECOMMENDATION: It is the City Manager's recommendation that the City Council approve the resolution amending the MOU with the Unrepresented/MSCP group for fiscal year 2017-2018.	CITY MANAGER'S INITIALS <u>[Signature]</u>
MOTION:	
SECONDED: AYES: NAYES: ABSENT:	APPROVED ( )      REJECTED ( ) DISAPPROVED ( )      DEFERRED ( )  REFERRED TO:



## MSPC NEGOTIATIONS

### CITY OF IMPERIAL MSPC GROUP

October 26, 2017

#### MSPC Representative:

- Representative: Othon Mora
- Alternate Representative: Chris Carter
- Secretary: Adriana Zamudio

#### Negotiation Items:

- COLA and Merit Increase-3% only retroactive to July 1<sup>st</sup>
- Health Insurance:
  - **CalPERS Health Plan will no longer be offered after 2018 (Calendar Year)**
  - Medical Coverage 100% employee, 50% dependents
  - Vision and Dental-paid by employee
  - Life insurance covered by the city
- Me too clause
  - Based on a percentage increase above and beyond job description for certifications, bachelors, masters and Doctoral
- Boots \$250.00
- More admin time-total of 80 Hours use it or lose it
- Increase waive amount- stays the same
- Tuition Reimbursement -No

Othon Mora, MCM, CBO  
MSPC Representative

Stefan T. Chatwin, City Manager  
City of Imperial

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

RESOLUTION NO. 2017- 46

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 also known as Management and Mid-Management within the unrepresented employee group for the City of Imperial include job classifications and salary ranges approved below:

1. Public Services Director	Range 96	Management
2. Community Services Director	Range 90	Management
3. Financial/Accounting Analyst	Range 92	Management
4. Library Administrator	Range 81	Management
5. Community Development Director	Range 97	Management
6. Administrative Services Director	Range 96	Management
7. Public Services Manager	Range 92	Management
8. Chief Water Operator	Range 83	Supervisor
9. Chief Wastewater Operator	Range 83	Supervisor
10. Project Manager	Range 92	Professional

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13. Eng. Technician/Inspector	Range 66	Professional
14. Public Services Foreman	Range 78	Supervisor
15. Administrative Analyst	Range 74	Professional
17. Executive Assistant	Range 74	Confidential
18. Accounting Technician	Range 69	Confidential
19. Recreation Specialist	Range 60	Professional
20. Administrative Police Sergeant	Range 85	Supervisor (POA)
21. 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:

A. Employee Benefits:

- a) Unrepresented employee members will receive a 3 percent COLA for Fiscal Year 2017- 2018.
- b) No merit increases will be provided for FY 2017-2018.

B. Health Insurance:

- a. Medical coverage 100 percent employee/50 percent dependents
- b. CalPERS medical plan for 2018 (Calendar Year)
- c. SIMNSA HMO Medical Plan (No Change)
- d. Vision and Dental paid by employee member
- e. Life Insurance paid by the City

C. Boots Reimbursement \$250 (For eligible members)

D. Administration Leave – 80 Hours

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

The City Manager and Administrative Services Director 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, 15<sup>th</sup> day of March 2017 by following vote:

AYES:

NOES:

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ABSENT:

\_\_\_\_\_ Mayor, City Council

ATTEST:

Debra Jackson City Clerk

By: \_\_\_\_\_ City Clerk

APPROVED AS TO FORM:

Dennis Morita, City Attorney

By: \_\_\_\_\_