

DATE SUBMITTED 07/10/2019
 SUBMITTED BY CITY MANAGER'S OFFICE
 DATE ACTION REQUIRED 07/17/2019

COUNCIL ACTION (x)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION (x)
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS g

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

<p>SUBJECT: DISCUSSION/ACTION: MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL AND UNREPRESENTED EMPLOYEES FOR FISCAL YEAR 2019-2020.</p> <p style="margin-left: 40px;">1. APPROVAL OF RESOLUTION NO. 2019- <u>44</u>, ESTABLISHING SALARIES AND EMPLOYEE BENEFITS FOR THE UNREPRESENTED EMPLOYEES (MANAGEMENT, SUPERVISORY, PROFESSIONAL, CONFIDENTIAL, AND POLICE CAPTAIN FOR FISCAL YEAR 2019-2020.</p>	
<p>DEPARTMENT INVOLVED: CITY MANAGER'S OFFICE</p>	
<p>BACKGROUND/SUMMARY:</p> <p>The City has concluded labor negotiations with the Unrepresented Collective Bargaining Unit (MSPC) for fiscal year 2019-2020. Please see the attached resolution for specific information regarding employee benefits, public safety and retirement.</p>	
<p>FISCAL IMPACT:</p> <p><i>*As approved in the Municipal Budget for Fiscal Year 2019-2020 on June 19, 2019.</i></p>	<p>FINANCE INITIALS _____</p>
<p>STAFF RECOMMENDATION: It is staff's recommendation to approve and adopt the Resolution establishing salaries and benefits for the unrepresented employees for fiscal year 2019-2020.</p>	<p>DEPT. INITIALS <u>al</u></p>
<p>MANAGER'S RECOMMENDATION: It is the City Manager's recommendation that the City Council approve the Resolution establishing/amending employee benefits with the Unrepresented/MSCP group for fiscal year 2019-2020</p>	<p>CITY MANAGER'S INITIALS <u>[Signature]</u></p>
<p>MOTION:</p>	
<p>SECONDED: _____</p> <p>AYES: _____</p> <p>NAYES: _____</p> <p>ABSENT: _____</p> <p style="text-align: right;">APPROVED () REJECTED () DISAPPROVED () DEFERRED () REFERRED TO: _____</p>	

RESOLUTION NO. 2019~~44~~

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 CAPTAIN - UNREPRESENTED
 EMPLOYEES FOR THE CITY OF IMPERIAL

WHEREAS, the City Council recognizes that Management, Supervisory, Professional, Confidential and Police Captain as 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 Captain; and

WHEREAS, the Management, Supervisory, Professional, Confidential and Police Captain, 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:

POSITION	RANGE	CLASSIFICATION
Accounting Technician	69	Professional
Recreation Coordinator	75	Professional
Library Supervisor	77	Supervisor
Park Supervisor	77	Supervisor
Administrative Analyst	78	Professional
Human Resource Analyst	78	Confidential
Building Inspector	80	Professional
Management Analyst	80	Supervisor
Planner	84	Management
Public Services Forman	85	Supervisor
Chief Wastewater Operator	85	Supervisor
Chief Water Operator	85	Supervisor
Electrician Supervisor	90	Supervisor
Public Services Manager	92	Management
Police Captain	96	Management
Finance Manager	98	Management
Project Manager	98	Professional
Community Services Director	101	Management
Community Development Director	102	Management
Public Services Director	102	Management

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

Those unrepresented employees, a duly recognized bargaining unit, shall receive the following benefits for Fiscal Year 2019-2020:

Employee Benefits:

Salary adjustment of 7.9 (%) percent will be made to unrepresented employees beginning Fiscal Year 2019-2020;

- 2.9% COLA for Fiscal Year 2019-2020;
- 5% Merit increase (for those employees who are eligible) for Fiscal Year 2019-2020.

Education Pay: Up to \$1,500.00 for tuition and \$500.00 for books to be paid upon a reimbursement basis once the course has been completed by the employee. Benefit subject to the terms and conditions set forth in the Tuition Reimbursement Program.

Bilingual Pay: Employees will be eligible to receive a bilingual stipend of up to \$50.00 (\$25.00 for Oral Proficiency and \$25.00 for Written Proficiency) per pay period upon becoming certified in a foreign language, hereby specified as Spanish. Benefit subject to the terms and conditions set forth in Bilingual Pay Program

Reclassification of Ranges for the following positions:

- Administrative Analyst, Range 74 to 78
- Chief Operator(s), Range 83 to 85
- Public Services Forman, Range 78 to 85
- Finance Manager, Range 92 to 98
- Project Manager, Range 92 to 98
- Community Services Director, Range 96 to 101
- Community Development Director, Range 97 to 102
- Public Services Director, Range 96 to 102

CONTINUED BENEFITS:

“Me Too” Clause with other collective bargaining units;

Wellness Program: reimbursement up to \$40.00. Employee must submit documentation for reimbursement before the last pay period of the month. Wellness Program benefit beginning Fiscal Year 2019-2020;

City of Imperial will cover 100% of employee and 50% dependent Health Insurance costs beginning Fiscal Year 2019-2020;

Health Insurance Opt Out contribution of \$400.00;

REACH AIR MED Full Coverage for Employee + Household;

Cash-out (Vacation only) option available for unforeseeable emergency situations:

Sudden and unexpected illness or accident to employee, a qualifying dependent, loss of, damage to, your property due to an accident, disaster, destruction, or theft. Other similar, equally serve and unforeseeable circumstances beyond employees control authorized by the City Manager.

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

The City Manager is 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, 17th day of July 2019.

Robert Amparano, Mayor

ATTEST:

Debra Jackson, City Clerk

APPROVED AS TO FORM:

Dennis H. Morita, City Attorney