



Legislation Text

File #: 2016-882, Version: 1

Report to Mayor and City Council

Tuesday, August 02, 2016

Consent

SUBJECT:

CONSIDERATION OF RESOLUTION NOS. 16-095 AND 16-096 ESTABLISHING THE SALARY AND BENEFITS FOR UNCLASSIFIED, NON-REPRESENTED FULL-TIME EMPLOYEES (CITY COUNCIL)

I. SUMMARY

Resolution Nos. 16-095 (Exhibit No. 1) and 16-096 (Exhibit No. 2) are being presented to the City Council for consideration and approval. These resolutions establish the salary and benefits for Unclassified, Non-Represented Full-Time Employees. Resolution Nos. 16-095 and 16-096 amend and restate prior resolutions related to the salary and benefits afforded to Unclassified, Non-Represented Full-Time Employees.

II. RECOMMENDATION

1. WAIVE further reading and ADOPT Resolution No. 16-095 "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, ESTABLISHING THE SALARY AND BENEFITS FOR UNCLASSIFIED MANAGEMENT EMPLOYEES."
2. WAIVE further reading and ADOPT Resolution No. 15-096 "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, ESTABLISHING THE SALARY AND BENEFITS FOR THE UNCLASSIFIED, NON-REPRESENTED, NON-MANAGEMENT, FULL-TIME EMPLOYEES (FIELD DEPUTY AND SENIOR FIELD DEPUTY)."

III. ALTERNATIVES

TAKE another action the City Council deems appropriate.

IV. BACKGROUND

The salary and benefits for Unclassified, Non-Represented Full-Time Employees are established by Resolution after approval of the City Council. Resolution Nos. 16-095 and 16-096 establish the salary and benefits for Unclassified, Non-represented Full-Time Employees effective August 2, 2016. Resolution Nos. 16-095 and 16-096 include the salary and benefits provided as per discussion between the City Council, the City Manager and the affected employees. It also includes benefits provided to this group of employees as per previously approved resolutions of the City Council.

The main changes to the Resolution of Salary and Benefits for the Unclassified, Management Employees are as follows. The changes cover just the Department Directors. The Assistant City Manager has forgone a salary increase.

- On August 18, 2016, the City will provide a one-time lump sum payment in the amount 2.5% of the annual base salary to the City Controller, Director of Community Development, Director of Human Resources and Risk Management, and Director of Public Works. The lump sum payment shall be reported to CalPERS.
- On August 18, 2016, the City will provide a one-time lump sum payment in the amount of 1.25% of the annual base salary to the Director of Finance. The lump sum payment shall be reported to CalPERS.

The main changes to the Resolution of Salary and Benefits for the Unclassified, Non-Represented, Non-Management Full-Time Employees are as follows. The employees covered are the Senior Field Deputy and the two Field Deputies.

- 2.5% COLA effective August 13, 2016, contingent upon Employees being current with the completion of performance evaluations for subordinate employees.
- On August 18, 2016, the City shall provide a one-time lump sum payment to eligible employees in the amount of 2.5% of the employee's annual base salary. The one-time lump sum payment will be based on the employee's base salary prior to the 2.5% COLA, effective August 13, 2016. The lump sum payment shall be reported to CalPERS.
- Reduces the monthly annual leave accruals, effective September 1, 2014 as follows:
 - From 13.33 hours to 11.33 hours for each month of service or major portion thereof from the date of appointment;
 - From 16.33 hours to (13.33) hours for each month of service or major portion thereof upon commencement of the employee's sixth year of service; and,
 - From 18.66 hours to 16.66 for each month of service or major portion thereof

upon commencement of the employee's eleventh year of service.

- Reduces the maximum amount per fiscal year of leave redemption from 100 hours to 75 hours, effective City Council adoption of Resolution No. 16-096.
- Reduces the deferred compensation match from \$600.00 to \$500.00 effective calendar year 2017.

V. FISCAL IMPACT

If City Council approves Resolution No. 16-095, the total fiscal impact for FY16-17 is \$19,132. A portion of Director compensation is allocated to the General Fund, special funds, the Housing Authority, and the Successor Agency as follows: General Fund \$14,248, Gas Tax Fund \$444, Cooperative Agreement Bond Proceeds \$444, Housing Authority \$1,998, and Successor Agency \$1,998.

If City Council approves Resolution No. 16-096, the total fiscal impact for FY16-17 is \$7,695. The proposed Resolution No. 16-096 would increase the General Fund budget by that amount. The estimated unassigned General Fund Balance at June 30, 2017 is \$3,096,740 (\$22,249,803 total, less Economic Uncertainty Reserve of \$15,282,304 and other General Fund designations for self-insurance, reward funds, etc.).

VI. EXHIBITS

1. Resolution No. 16-095. (pgs. 4-29)
2. Resolution No. 16-096. (pgs. 30-57)

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