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RESOLUTION NO. 2015-90

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY
AUTHORIZING UNREPRESENTED EXECUTIVE MANAGEMENT AND
CONFIDENTIAL EMPLOYEES TO RECEIVE PAY AND BENEFITS
COMPARABLE TO THOSE RECEIVED BY REPRESENTED EMPLOYEES**

WHEREAS, on July 5, 1994, the City Council adopted Resolution No. 94-46 which authorized the City Manager to adjust comparable management compensation by the same factors as those agreed to by the Suisun City Police Officers' Association and the Suisun City Employees' Association; and

WHEREAS, on May 8, 2008, the various management and professional Employees sought and received recognition as the Suisun City Management & Professional Employees' Association pursuant to Resolution No. 74-33; and

WHEREAS, on August 19, 2014, the City Council approved the adjustment of the pay and benefits of Executive Management Employees and Confidential Employees comparable to the adjustments contained in the applicable memorandum of understanding; and

WHEREAS, Executive Management Employees and Confidential Employees continue to be unrepresented; and

WHEREAS, the City Council is desirous of extending comparable pay and benefits to unrepresented Executive Management and Confidential Employees.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby authorizes the City Manager to adjust the pay and benefits of Executive Management Employees and Confidential Employees comparable to the adjustments contained in the applicable memorandum of understanding consistent with Exhibit A.

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PASSED AND ADOPTED at a Regular Meeting of the City Council of the City of Suisun City duly held on Tuesday, the 7th day of July 2015, by the following vote:

AYES:	Councilmembers:	<u>Day, Hudson, Segala, Wilson, Sanchez</u>
NOES:	Councilmembers:	<u>None</u>
ABSENT:	Councilmembers:	<u>None</u>
ABSTAIN:	Councilmembers:	<u>None</u>

WITNESS my hand and the seal of said City this 7th day of July 2015.



Donna Pock, CMC
Deputy City Clerk

EXHIBIT A: Pay and Benefits for Executive Management Employees and Confidential Employees

1. Executive Management Employees. All Employees listed in Section 1 of Exhibit A of the Salary Resolution, as well as the Police Chief shall be considered Executive Management Employees. Executive Management Employees serve at the will of the City Manager. Executive Management Employees may enter into individual employment contracts with the City. In the event that there are provisions in such contracts that are inconsistent with the provisions of this Resolution, the provisions of the individual contracts shall apply. Except as provided in this Exhibit, all of the provisions of the Memorandum of Understanding (MOU) between the City and the Suisun City Management & Professional Employees' Association (hereinafter "SCMPEA") shall be applicable to Executive Management Employees.
2. Confidential-Non-Management Employees. The following positions are hereby designated as Confidential-Management Employees:

Administrative Assistant II in the Police Department

Except as provided in this Exhibit, all of the provisions of the MOU between the City and the Suisun City Employee's Association (hereinafter "SCEA").
3. Personnel Rules and Regulations. Administrative Directive – AD7 contains the City's Personnel Rules and Regulations (hereinafter "Rules"). As provided therein, these Rules apply to all City Employees including those covered by this Resolution.
4. Salary. All Employees covered by this Resolution shall receive a salary consistent with the Salary Resolution as may be amended from time to time by the City Council. Any adjustments to Executive Management Employees salaries will be made in the same manner as those adjustments applied to Employees represented by SCMPEA. Any adjustments to Confidential-Non-Management Employees salaries will be made in the same manner as those adjustments applied to Employees represented by SCEA.
5. Deferred Compensation. The City shall match employee contributions to deferred compensation of up to \$140.00 per pay period for Executive Management Employees and up to \$93.00 per pay period for Confidential Employees.
6. Exempt Designation. Employees who are designated as "Exempt" in Exhibit A of the Salary Resolution shall not be entitled to Overtime pay.
7. Non-Exempt Employees. Employees who not designated as "Exempt" in Exhibit A of the Salary Resolution shall be "Non-Exempt", and they shall be entitled to receive Overtime pay.

8. Uniform Allowance. Annually on or before the dates indicated, the City shall pay those Employees required to wear uniforms in the performance of their duties as follows:

<u>Job Class</u>	<u>3/15</u>	<u>9/15</u>
Police Chief	\$500.00	\$500.00
Fire Chief	350.00	350.00

9. Payment of SDI Premiums. SDI premiums shall be paid in full by the City on behalf of all Employees covered by this Resolution.

10. Flexible Benefit Options. Employees covered by this Resolution shall be eligible to receive a Flexible Benefit Credit of \$473.00 per month. The Flexible Benefit Credit may be allocated as provided in the applicable MOU.

11. City Councilmember 2.5% Pay Increase. Employee concessions in place between July 6, 2014 and July 3, 2015, applicable to all represented and unrepresented Employees were calculated based on a 2.5% increase in salary. State law prohibits adjusting the salaries of councilmembers during their terms, so the City Council's equitable share of the across-the-board concession has been calculated based on salaries, but applied as a reduction in Vehicle Allowance. Accordingly, Resolution No. 2007-97 is hereby amended to restore the following Vehicle Allowances per month:

Mayor	\$425.00
Mayor Pro Tempore	390.00
Councilmember	390.00

12. Other Sections Applicable to City Councilmembers. Sections 3, 5, and 10 of this Resolution shall apply to City Councilmembers.