


DATE SUBMITTED 06/14/2018
 SUBMITTED BY CITY MANAGER'S OFFICE
 DATE ACTION REQUIRED 06/20/2018

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

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL AND UNREPRESENTED EMPLOYEES FOR FISCAL YEAR 2018-2019.

1. APPROVAL OF RESOLUTION NO. 2018-35, ESTABLISHING SALARIES AND EMPLOYEE BENEFITS FOR THE UNREPRESENTED EMPLOYEES (MANAGEMENT, SUPERVISORY, PROFESSIONAL, CONFIDENTIAL, AND POLICE CAPTAIN FOR FISCAL YEAR 2018-2019.

DEPARTMENT INVOLVED: CITY MANAGER'S OFFICE

BACKGROUND/SUMMARY:

The City has concluded labor negotiations with the Unrepresented Collective Bargaining Unit (MSPC) for fiscal year 2018-2019. Please see the attached resolution for specific information regarding employee benefits, public safety and retirement.

FISCAL IMPACT:

**As approved in the Municipal Budget for Fiscal Year 2018-2019 on June 6, 2018.*

FINANCE INITIALS _____

STAFF RECOMMENDATION: N/A

DEPT. INITIALS _____

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 2018-2019.

CITY MANAGER'S INITIALS 

MOTION:

SECONDED: APPROVED () REJECTED ()
 AYES: DISAPPROVED () DEFERRED ()
 NAYES:
 ABSENT: REFERRED TO:

RESOLUTION NO. 2018-35

**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 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 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:

1. Public Services Director	Range 96	Management
2. Community Services Director	Range 90	Management
3. Finance Director	Range 92	Management
4. Library Administrator	Range 81	Management
5. Community Development Director	Range 97	Management
6. Human Resources 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
11. Building Inspector	Range 80	Professional

13. Eng. Technician/Inspector	Range 66	Professional
14. Public Services Foreman	Range 78	Supervisor
15. Administrative Analyst	Range 74	Professional
17. Management Analyst	Range 74	Confidential
18. Accounting Technician	Range 69	Confidential
19. Recreation Specialist	Range60	Professional
20. Police Captain	Range 85	Supervisor (POA)
21. Planner	Range 84	Professional

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

Those unrepresented employees, a duly recognized bargaining unit, shall receive the following benefits for Fiscal Year 2018-2019:

A. Employee Benefits:

- a) Salary adjustment of 5.8 (%) percent will be made to unrepresented employees beginning Fiscal Year 2018-2019;
 - 2.8% COLA for Fiscal Year 2018-2019;
 - 3% Merit increase for Fiscal Year 2018-2019.
- b) 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 2018-2019.
- c) Employee Bereavement leave, in the event of a death in the employee's immediate household (spouse, (including step) child, grandchild, and/or persons employee is directly responsible for), ten (10) work days of bereavement leave with pay may be taken by an employee.
- d) "Me Too" Clause beginning Fiscal Year 2018-2019.
- e) City of Imperial will cover 100% of employee and 50% dependent Health Insurance costs beginning Fiscal Year 2018-2019.
- f) 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.

B. Public Safety:

- a) Police Sergeants will no longer be part of the MSPC Group.

C. Retirement:

- a) Salary adjustment of 5.8% percent will be made to unrepresented employees and public safety Fiscal Year beginning Fiscal Year 2018-2019.

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, 20th day of June 2018.

ATTEST:

Debra Jackson, City Clerk

Jeff Dale, Mayor

APPROVED AS TO FORM:

Dennis Morita, City Attorney