

RESOLUTION NO. 2011-_____

Authorizing Agreement No.

RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, RESCINDING CITY COUNCIL RESOLUTIONS NOS. 97-40, 97-59 AND AUTHORIZING CERTAIN SALARY AND LABOR BENEFITS FOR UNREPRESENTED EMPLOYEES

1 **WHEREAS**, the full-time employees of the City of Calistoga are organized in three
2 formally recognized bargaining organizations. The remaining employees exist as
3 unrepresented employees; and
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5 **WHEREAS**, the City Council previously adopted Resolutions Nos. Nos. 97-40 and
6 97-59, and 2006-088 to set forth the salary and labor benefits for the unrepresented
7 employees; and
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9 **WHEREAS**, there is need for the City Council to clarify the salary and labor benefits
10 for the unrepresented employees to address the City's budget needs.
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12 **NOW THEREFORE, BE IT RESOLVED** that the City Council of the City of Calistoga
13 hereby rescinds City Council Resolutions Nos. 97-40 and 97-59; and
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15 **NOW THEREFORE, BE IT FURTHER RESOLVED** that the City Council of the City
16 of Calistoga hereby suspends the Annual lump sum performance based bonus system up
17 to 5% and the annual cost of living adjustment (COLA) that were approved in Resolution
18 2006-088 until the City Council determines that the City's financial situation sufficiently
19 improves to provide sufficient funds for these benefits.
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21 **NOW THEREFORE, BE IT FURTHER RESOLVED** that the City Council of the City
22 of Calistoga hereby modifies the unrepresented employee salary and benefits and directs
23 the City Manager to administer these changes as follows:
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- 25 1. All salaries are reduced by 5% indefinitely;
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- 27 2. All employees are required to pay 100% of the 8% (non-safety) or 9% (safety)
28 employee PERS contribution;
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- 30 3. Proceed with contract changes with CalPERS to establish a TIER II PERS, as
31 follows: New non-safety employees would be subject to a 2% @ 60 PERS formula,
32 three year salary average; new safety employees would be subject to a 2% @ 55 PERS
33 formula, three year salary average.
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- 35 4. Presently employees pay 10% of medical and dental premiums. This will remain the
36 same.
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- 38 5. The Share the Savings program will remain the same (\$300/mo with decline of city
39 health benefit and proof of other health insurance).
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42 6. The retirement CalPERS PEMHCA supplemental health benefits program will remain
43 in effect for employees (not eligible until ten years of continuous employment and after
44 retirement).

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PASSED, APPROVED, AND ADOPTED by the City Council of the City of Calistoga
at a regular meeting held this **26TH day of October , 2011** by the following vote:

JACK GINGLES, Mayor

ATTEST:

SUSAN SNEDDON, City Clerk