

RESOLUTION No. 2006-088

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA, COUNTY OF NAPA,
STATE OF CALIFORNIA, AUTHORIZING CERTAIN LABOR BENEFITS
FOR UNREPRESENTED EMPLOYEES

WHEREAS, the full-time employees of the City of Calistoga are organized in three formally recognized bargaining organizations. The remaining employees exist as unrepresented employees; and

WHEREAS, the City Council recognizes that qualified and well experienced employees are essential to provide services efficiently and to pursue opportunities and projects which will benefit the community; and

WHEREAS, the City Council wishes to retain high quality employees; and

WHEREAS, wishes to maintain appropriate compensation and benefits for all of the City's employees to insure the ability to attract and retain quality employees.

NOW, THEREFORE BE IT RESOLVED, that the Calistoga City Council hereby authorizes the granting of an annual salary cost of living adjustment for unrepresented employees in July of each year based upon the median percentage change in the San Francisco Bay Area Consumer Price Index from prior June to current year April indices.

BE IT FURTHER RESOLVED, that the City Council hereby authorizes the City Manager to establish and to implement an annual performance based bonus for unrepresented employees. Said bonus shall not exceed 5% of annual salary and shall be based upon annual performance goals.

MOREOVER, BE IT RESOLVED, that the City Council hereby authorizes an adjustment in the City's contribution to the CalPERS PEMCHA health benefits program (single coverage) on behalf of unrepresented employees who retire from the City after a minimum of ten years continuous service to 3% per service year increasing to a rate of 3.5% per services year after twenty years of continuous service.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Calistoga at a regular meeting held this 17th day of October 2006 by the following vote:

AYES: Councilmembers Dunsford, Slusser, von Pohle, Vice Mayor Gingles and Mayor Alexander

NOES: None

ABSTAIN/ABSENT: None

ATTEST:


DOROTHY ROADMAN, Deputy City Clerk


DR. ANDREW ALEXANDER, Mayor