

RESOLUTION NO. 2013-XXX

RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, RESCINDING CITY COUNCIL RESOLUTIONS 2006-088 and No. 2011-108 AND AUTHORIZING CERTAIN SALARY AND 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 previously adopted Resolutions No. 2006-088 and No. 2011-108 to set forth the salary and labor benefits for the unrepresented employees; and

WHEREAS, there is need for the City Council to clarify and update the salary and labor benefits for the unrepresented employees to address the City's budget needs.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Calistoga hereby rescinds City Council Resolutions No. 2006-088 and No. 2011-108; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the City Council of the City of Calistoga hereby adopts and modifies the unrepresented employee salary and benefits and directs the City Manager to administer these changes as follows:

1. Compensation: Effective January 1, 2013, the unit will receive a wage adjustment of 2% to existing salaries.
2. Compensation: Effective January 1, 2014, the unit will receive a wage adjustment of 1% in addition to salaries at that time.
3. All employees are required to pay 100% of the 8% (non-safety) or 9% (safety) employee PERS contribution.
4. Uniform Allowance: The City shall report the value of uniform cleaning and replacement to CalPERS for the Chief of Police, Fire Chief and Police Lieutenant.
5. Bilingual Pay: Employees who qualify shall receive five per cent (5%) of base salary as bilingual differential at the discretion of the City Manager. An employee shall be deemed qualified who is determined by the City to be fluent in an appropriate language as determined by the City Manager.
6. Classification and Compensation Survey: On or around June 2014 the City shall request proposals from a Professional Management Consultant to conduct a classification and compensation survey.
7. Service Longevity Pay: Employees shall receive additional compensation, notwithstanding any other salary adjustment based upon their length of service to the City according to the following schedule:

a. Completion of 5 years of service	\$25.00 per month
b. Completion of 10 years of service	\$50 per month
c. Completion of 15 years of service	\$75 per month
d. Completion of 20 years of service	\$100 per month
e. Completion of 25 years of service	\$125 per month
f. Completion of 30 years of service	\$150 per month

50
51 The computation of Service Longevity Pay increases are Persable but shall not be
52 cumulative.

53 8. Education Reimbursement: Employees shall be eligible to receive up to \$1,000.00 per
54 fiscal year for reimbursement of expenditures on tuition, books, travel and any other
55 costs associated with their successful completion of any professional or educational
56 program approved by the City Manager. This benefit shall be funded at the maximum
57 "pooled" total of \$5,000 per year and is available to any unrepresented employee on a
58 first come, first served basis. Once the total annual benefit amount of \$5,000 is reached,
59 the benefit is no longer available to any member until the next fiscal year.

60
61 9. Employees may have twenty-four (24) work hours leave of absence for each death in
62 their immediate family for the purpose of bereavement and for the arranging of, and
63 attendance at the funeral. Immediate family means spouses, domestic partners,
64 parents, grandparents, step-parents, children, step -children, brothers or sisters and
65 legal guardian.

66
67 If an Employee must attend a funeral more than five hundred (500) miles from the City,
68 or if the death is to a member of the Employees extended family, then the employee has
69 the option to use up to three (3) days of sick leave from his/her current sick leave
70 balance in addition to any leave provided available.

71
72 The employee may be required to submit proof of the relative's death before the final
73 approval of leave with pay is granted.

74
75 10. Floating Holidays: Employees shall be granted two (2) floating holidays per *calendar*
76 year, which may be taken at a time mutually agreeable to the employee and supervisor.
77 Unused holiday time may not be carried over into the following year. Employees hired
78 between May 1 and August 31 will be credited with 12 hours of holiday time for that year
79 and employees hired between September 1 and December 31 will be credited with 8
80 hours of holiday time. Employees leaving CITY service between January 1 and April 30
81 will be required to repay the CITY for 12 hours and those leaving CITY service between
82 May 1 and August 31 will be required to repay the CITY for 8 hours.

83 11. All non-classic employees hired prior to January 1, 2013 shall be subject to the Tier II
84 contract changes with CalPERS as follows: New non-safety employees would be subject
85 to a 2% @ 60 PERS formula, three year salary average; new safety employees would
86 be subject to a 2% @ 55 PERS formula, three year salary average. All new employees
87 hired on or after January 1, 2013 shall be subject to the Public Employees' Pension
88 Reform Act (PEPRA) as required by California Public Employees' Retirement System
89 (CalPERS) effective January 1, 2013.

90 12. Employees pay 10% of medical and dental premiums that are otherwise paid for by the
91 City.

92 13. The Share the Savings program will be available at \$300/mo with decline of city health
93 benefit and proof of other health insurance.

94 14. The retirement CalPERS PEMHCA supplemental health benefits program will remain in
95 effect for employees (not eligible until ten years of continuous employment and after

96 retirement until age 65) at the rate of 3% per service year to a rate of 3.5% per services
97 after twenty years of continuous service. The City Manager is authorized to prepare
98 policies and procedures to implement this program.

99 15. These and other employee benefits shall be available to qualified employees as shown
100 on the attached Exhibit A entitled Employee Benefits Summary 2013 for Unrepresented
101 employees.

102 **PASSED, APPROVED, AND ADOPTED** by the City Council of the City of Calistoga at a
103 regular meeting held this **16TH day of July, 2013** by the following vote:

104

105 **AYES:**

106 **NOES:**

107 **ABSENT:**

108 **ABSTAIN:**

109

110

111 **ATTEST:**

112

113

114

CHRIS CANNING, Mayor

AMANDA DAVIS, Deputy City Clerk