

**RESOLUTION NO. 2016-XXX****RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, APPROVING A THREE YEAR MEMORANDUM OF UNDERSTANDING WITH THE CALISTOGA UNREPRESENTED GROUP, AUTHORIZING THE CITY MANAGER TO EXECUTE RESOLUTION 2016-XXXX AND APPROVING BUDGET ADJUSTMENTS TO THE FISCAL YEAR 2015-16 OPERATING BUDGET FOR AN AMOUNT NOT TO EXCEED \$74,357 FROM THE UNAPPROPRIATED GENERAL FUND RESERVES AND \$20,717 FROM THE UNAPPROPRIATED ENTERPRISE FUNDS RESERVES TO THE RESPECTIVE DEPARTMENT BUDGETS**

1           **WHEREAS**, pursuant to provisions of the California State Government Code  
2 certain employees in specific positions of the City of Calistoga are not represented by  
3 any of the three recognized bargaining units; and  
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5           **WHEREAS**, the employees in specified positions are recognized as the  
6 Unrepresented Employee Group; and  
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8           **WHEREAS**, the City of Calistoga has negotiated with the Unrepresented  
9 Employee Group in the past to establish an agreement to outline benefits and  
10 compensation for positions that are part of the Unrepresented Employee Group; and  
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12           **WHEREAS**, the existing agreement executed between the City of Calistoga and  
13 the Unrepresented Employee Group expires on December 31, 2015; and  
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15           **WHEREAS**, the City of Calistoga and representatives of the Unrepresented  
16 Employee Group have negotiated in good faith for a new agreement as set forth in the  
17 attached Resolution; and  
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19           **WHEREAS**, the City Council and representatives of the Unrepresented  
20 Employee Group have agreed in principle to the terms of the new agreement.  
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22           **NOW THEREFORE, BE IT RESOLVED** that the City Council of the City of  
23 Calistoga hereby approves the Agreement between the City of Calistoga and the  
24 Unrepresented Employee Group for a period from January 1, 2016 through December  
25 31, 2018 and authorizes the City Manager to execute the agreement; and  
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27           **NOW THEREFORE, BE IT FURTHER RESOLVED** that the City Council of the  
28 City of Calistoga hereby approves budget adjustments to the Fiscal Year 2015-16  
29 Operating Budget for an amount not to exceed \$74,357 from the unappropriated  
30 General Fund reserves and \$20,717 from the unappropriated Enterprise Funds  
31 reserves to the respective department budgets as set forth as Exhibit B to this  
32 resolution.  
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**PASSED, APPROVED, AND ADOPTED** by the City Council of the City of Calistoga at a regular meeting held this **5h day of January, 2016**, by the following vote:

**AYES:**  
**NOES:**  
**ABSTAIN:**  
**ABSENT:**

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**CHRIS CANNING, Mayor**

**ATTEST:**

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**KATHY FLAMSON, City Clerk**

## City of Calistoga

Unrepresented Group  
January 1 through June 30, 2016

### Budget adjustment

#### Finance

01	4108	4301 salaries	5,256
01	4108	4309 incentive pay	263
01	4108	4303 fica & medicare	422
01	4108	4310 PERS	1,542
01	4108	4312 workers comp	316
		total	7,799

#### City Clerk

01	4111	4301 salaries	3,243
01	4111	4303 fica & medicare	338
01	4111	4310 PERS	276
01	4111	4312 workers comp	253
		total	4,109

#### City Manager

01	4114	4301 salaries	3,243
01	4114	4303 fica & medicare	218
01	4114	4310 PERS	178
01	4114	4312 workers comp	163
		total	3,802

#### Planning

01	4115	4301 salaries	9,009
01	4115	4303 fica & medicare	689
01	4115	4310 PERS	806
01	4115	4312 workers comp	516
		total	11,019

## City of Calistoga

Unrepresented Group  
January 1 through June 30, 2016

### Budget adjustment

#### Police

01	4116	4301 salaries	9,863
01	4116	4303 fica & medicare	755
01	4116	4310 PERS	1,137
01	4116	4312 workers comp	565
<u>total</u>			<u>12,319</u>

#### Fire

01	4117	4301 salaries	9,461
01	4117	4303 fica & medicare	724
01	4117	4310 PERS	3,559
01	4117	4312 workers comp	542
<u>total</u>			<u>14,286</u>

#### Public Works - Admin

01	4121	4301 salaries	2,295
01	4121	4303 fica & medicare	176
01	4121	4310 PERS	223
01	4121	4312 workers comp	132
<u>total</u>			<u>2,825</u>

#### Streets

01	4122	4301 salaries	2,116
01	4122	4303 fica & medicare	162
01	4122	4310 PERS	382
01	4122	4312 workers comp	122
<u>total</u>			<u>2,782</u>

## City of Calistoga

Unrepresented Group  
January 1 through June 30, 2016

### Budget adjustment

#### Parks

01	4123	4301 salaries	1,148
01	4123	4303 fica & medicare	88
01	4123	4310 PERS	111
01	4123	4312 workers comp	66
<u>total</u>			<u>1,412</u>

#### Maintenance

01	4124	4301 salaries	1,148
01	4124	4303 fica & medicare	88
01	4124	4310 PERS	111
01	4124	4312 workers comp	66
<u>total</u>			<u>1,412</u>

#### Building

01	4125	4301 salaries	3,003
01	4125	4303 fica & medicare	230
01	4125	4310 PERS	269
01	4125	4312 workers comp	172
<u>total</u>			<u>3,673</u>

#### Buildings

01	4127	4301 salaries	1,148
01	4127	4303 fica & medicare	88
01	4127	4310 PERS	111
01	4127	4312 workers comp	66
<u>total</u>			<u>1,412</u>

#### Emergency Services

01	4138	4301 salaries	1,052
01	4138	4303 fica & medicare	81
01	4138	4310 PERS	395
01	4138	4312 workers comp	60
<u>total</u>			<u>1,587</u>

## City of Calistoga

Unrepresented Group  
January 1 through June 30, 2016

### Budget adjustment

#### P & R Recreation

01	4152	4301 salaries	751
01	4152	4303 fica & medicare	58
01	4152	4310 PERS	51
01	4152	4312 workers comp	43
<u>total</u>			<u>902</u>

#### P & R Education/Recreation Classes

01	4153	4301 salaries	429
01	4153	4303 fica & medicare	33
01	4153	4310 PERS	29
01	4153	4312 workers comp	25
<u>total</u>			<u>516</u>

#### P & R Community Events

01	4155	4301 salaries	215
01	4155	4303 fica & medicare	16
01	4155	4310 PERS	15
01	4155	4312 workers comp	13
<u>total</u>			<u>258</u>

#### P & R Aquatic

01	4156	4301 salaries	751
01	4156	4303 fica & medicare	58
01	4156	4310 PERS	51
01	4156	4312 workers comp	43
<u>total</u>			<u>902</u>

#### Risk

01	4170	4301 salaries	1,052
01	4170	4309 incentive pay	53
01	4170	4303 fica & medicare	85
01	4170	4310 PERS	309
01	4170	4312 workers comp	63
<u>total</u>			<u>1,560</u>

## City of Calistoga

Unrepresented Group  
January 1 through June 30, 2016

### Budget adjustment

#### Personnel

01	4172	4301 salaries	1,622
01	4172	4303 fica & medicare	64
01	4172	4310 PERS	53
01	4172	4312 workers comp	48
<u>total</u>			<u>1,786</u>

#### Water Distribution

02	4131	4301 salaries	4,136
02	4131	4309 incentive pay	53
02	4131	4303 fica & medicare	321
02	4131	4310 PERS	961
02	4131	4312 workers comp	240
<u>total</u>			<u>5,710</u>

#### Water Treatment

02	4132	4301 salaries	3,595
02	4132	4309 incentive pay	53
02	4132	4303 fica & medicare	279
02	4132	4310 PERS	514
02	4132	4312 workers comp	209
<u>total</u>			<u>4,649</u>

#### WWTP Collection

03	4141	4301 salaries	4,136
03	4141	4309 incentive pay	53
03	4141	4303 fica & medicare	321
03	4141	4310 PERS	961
03	4141	4312 workers comp	240
<u>total</u>			<u>5,710</u>

## City of Calistoga

Unrepresented Group  
 January 1 through June 30, 2016

Budget adjustment

**WWTP Treatment**

03	4142	4301 salaries	3,595
03	4142	4309 incentive pay	53
03	4142	4303 fica & medicare	279
03	4142	4310 PERS	514
03	4142	4312 workers comp	209

	<u>total</u>	<u>4,649</u>
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	General Fund	total	74,357
	Enterprise Funds	total	20,717
		grand total	95,074



**RESOLUTION NO. 2016-XXX**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA,  
COUNTY OF NAPA, STATE OF CALIFORNIA APPROVING POSITION  
CLASSIFICATION DESCRIPTIONS WITHIN THE UNREPRESENTED EMPLOYEE  
GROUP**

**WHEREAS**, the City Council has reviewed and considered the recommendations contained in the Koff & Associates Classification and Compensation Study prepared for the City of Calistoga and accepted by the City Council on May 5, 2015; and

**WHEREAS**, there is need to have of the position classifications within the Unrepresented Employee Group updated to reflect present industry standards and the needs of the City of Calistoga.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Calistoga hereby approves the position classification descriptions within the Unrepresented Employee Group as set forth as Exhibit A to this resolution.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** that the City Council of the City of Calistoga hereby rescinds any section of previous resolution(s) adopted by the City Council that establishes position classification descriptions within the Unrepresented Employee Group.

**PASSED, APPROVED, AND ADOPTED** by the City Council of the City of Calistoga at a regular meeting held this 5<sup>th</sup> day of January, 2016 by the following vote:

- AYES:**
- NOES:**
- ABSTAIN:**
- ABSENT:**

\_\_\_\_\_  
**CHRIS CANNING, Mayor**

**ATTEST:**

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**KATHY FLAMSON, City Clerk**