

LAST MINUTE AGENDA INFORMATION

8/03/11 Regular Meeting

(Agenda Related Writings/Documents provided to a majority of the City Council after distribution of the Agenda Packet for the August 3, 2011 Regular meeting.)

ITEM NO. **DESCRIPTION**

2.6	<p>RESOLUTION NO. 2011-7067 – IMPLEMENTING PAY AND BENEFIT CHANGES FOR DEPARTMENT HEADS, MID-MANAGEMENT AND CONFIDENTIAL EMPLOYEES. (0520-60 & 0520-75)</p> <p>a. Revised Staff Report and Resolution.</p>
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**STAFF REPORT
CITY OF IMPERIAL BEACH**

AGENDA ITEM NO. 2.6
RECEIVED

2011 AUG -2 A 9:19

CITY MANAGER/PERSONNEL
CITY CLERK OFFICES

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: GARY R. BROWN, CITY MANAGER

MEETING DATE: August 3, 2011

ORIGINATING DEPT.: CITY MANAGER

SUBJECT: RESOLUTION NO. 2011-7067 – IMPLEMENTING PAY AND BENEFIT CHANGES FOR DEPARTMENT HEADS, MID-MANAGEMENT AND CONFIDENTIAL EMPLOYEES

DISCUSSION:

Traditionally, certain pay and benefit changes for Department Heads, mid-management and confidential employees have been similar to the changes made for the City's Miscellaneous Classified Service. Department Heads and mid-management employees include those positions designated as such in the City of Imperial Beach Salary and Compensation Plan adopted by City Council, and includes all Appointive Management employees designated by the City Manager.

The employees in the City's Miscellaneous Classified Service are formally represented by the Service Employees International Union Local 221, CTW, CLC (hereinafter, "SEIU"). The City and SEIU reached agreement for a Memorandum of Understanding for fiscal years 2011-2013. In keeping with the City's goal of fiscal sustainability, the City wishes to implement similar pay and benefit changes for Department Heads, mid-management and confidential employees, specifically:

1. Effective July 1, 2011, Department Heads, mid-management and confidential employees, except for the Public Safety Director and Lifeguard Captain, shall pay the entire employee portion of the CalPERS retirement contribution. Effective July 1, 2011, the ~~Public Safety Director~~ * and Lifeguard Captain shall pay 4.5% of the employee portion of the CalPERS retirement contribution; and

2. The CalPERS formula for non-public safety Department Heads, mid-management and confidential employees hired on or after July 1, 2011, will be 2% @ 60 with the use of the average of the employee's highest-three-year salary. The CalPERS formula for ~~public safety Department Head, mid-management and confidential employees~~ Lifeguard Captain hired on or after July 1, 2011, will be 2% @ 50 with the use of the average of the employee's highest-three-year salary. All employees hired on or after July 1, 2011 will pay the entire employee portion of the CalPERS retirement contribution, and they will not be permitted to convert unused sick leave to CalPERS service credit; and

3. Department Heads, mid-management and confidential employees, except for the Public Safety Director and Lifeguard Captain, will receive a 3% stipend effective July 1, 2011. The ~~Public Safety Director and~~ Lifeguard Captain will receive a 5.5% stipend effective July 1, 2011; and

4. Effective July 1, 2011, the City shall increase by \$30 per month the maximum the City pays toward the cost of health insurance coverage or the purchase of other qualified benefits.

Once approved by the City Council, the changes to pay and benefits for Department Heads, mid-management and confidential employees will take effect immediately.

ENVIRONMENTAL IMPACT

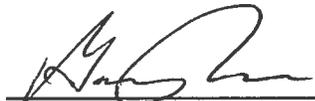
This activity is not a "project" and is therefore exempt from CEQA pursuant to State CEQA Guidelines Section 15060(c)(3).

FISCAL IMPACT:

As mentioned in Item No. 2.3 of this agenda, the savings from the Letter of Intent with SEIU and actions related to management employees will save approximately \$70,000 per year over the next two fiscal years and over \$200,000 per year within 5 years.

CITY MANAGER'S RECOMMENDATION:

Adopt Resolution No. 2011-7067, implementing pay and benefit changes for Department Heads, mid-management and confidential employees.



Gary R. Brown, City Manager

Attachment:

1. Resolution 2011-7067

* Many aspects of the Public Safety Director's compensation is linked to that of Firefighters and since an agreement with Firefighters is pending, the Public Safety Director's compensation is currently undecided.

RESOLUTION NO 2011-7067

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IMPERIAL BEACH IMPLEMENTING PAY AND BENEFIT CHANGES FOR DEPARTMENT HEADS, MID-MANAGEMENT AND CONFIDENTIAL EMPLOYEES

WHEREAS, in recent years certain pay and benefit changes for Department Heads, mid-management and confidential employees have been similar to the changes made for the City's Miscellaneous Classified Service; and

WHEREAS, Department Heads and mid-management employees include those positions designated as such in the City of Imperial Beach Salary and Compensation Plan adopted by City Council, and includes all Appointive Management employees designated by the City Manager; and

WHEREAS, for fiscal years 2011-2013, the City implemented numerous pay and benefit changes for the City's Miscellaneous Classified; and

WHEREAS, in keeping with the City's goal of fiscal sustainability, the City wishes to implement similar pay and benefit changes for Department Heads, mid-management and confidential employees.

NOW, THEREFORE, BE IT RESOLVED,

Section 1: The foregoing recitals are true and correct.

Section 2: The City Council of the City of Imperial Beach hereby adopts the following changes to pay and benefits for Department Heads, mid-management and confidential employees:

A. Effective July 1, 2011, Department Heads, mid-management and confidential employees, except for the Public Safety Director and Lifeguard Captain, shall pay the entire employee portion of the CalPERS retirement contribution. Effective July 1, 2011, the ~~Public Safety Director and~~ Lifeguard Captain shall pay 4.5% of the employee portion of the CalPERS retirement contribution; and

B. The CalPERS formula for ~~non-public safety~~ Department Heads (except the Public Safety Director), mid-management and confidential employees hired on or after July 1, 2011, will be 2% @ 60 with the use of the average of the employee's highest-three-year salary. The CalPERS formula for ~~public safety Department Heads, mid-management and confidential employees~~ Lifeguard Captain hired on or after July 1, 2011, will be 2% @ 50 with the use of the average of the employee's highest-three-year salary. All employees hired on or after July 1, 2011 will pay the entire employee portion of the CalPERS retirement contribution, and they will not be permitted to convert unused sick leave to CalPERS service credit; and

C. Department Heads, mid-management and confidential employees, except for the Public Safety Director and Lifeguard Captain, will receive a 3% stipend effective July 1, 2011. The ~~Public Safety Director and~~ Lifeguard Captain will receive a 5.5% stipend effective July 1, 2011.

D. Effective July 1, 2011, the City shall increase by \$30 per month the maximum the City pays toward the cost of health insurance coverage or the purchase of other qualified benefits.

Section 3: This Resolution shall be effective on the date of approval.

Section 4: The City Council directs the City Manager, or his designee, to take any and all necessary and appropriate actions to immediately implement these pay and benefit changes.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Imperial Beach at its regular meeting held on the 3rd day of August, 2011, by the following roll call vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:

JAMES C. JANNEY, MAYOR

ATTEST:

JACQUELINE M. HALD
CITY CLERK