

# Agenda Report

**DATE:** January 25, 2016

**TO:** Honorable Mayor and City Council  
**FROM:** Human Resources Department  
**RE:** APPROVAL OF NON-REPRESENTED EXECUTIVE MANAGEMENT  
AND NON-REPRESENTED NON-MANAGEMENT SALARY  
RESOLUTIONS

**RECOMMENDATION:**

It is recommended that the City Council:

1. Approve the Non-Represented Executive Management salary resolution.
2. Approve the Non-Represented Non-Management salary resolution.

**BACKGROUND:**

The City Council establishes by Resolution the salaries and benefits for classifications that are not represented by an employee association or union. The City Council may adopt salary resolutions to make adjustments to wages, benefits and working conditions of non-represented employees.

The following is an overview of the modification to the existing salary resolutions that will become effective on January 25, 2016 with City Council approval:

1. Retirement: Individuals hired on or after January 1, 2013 who are "new members" of the California Public Employees Retirement System, as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), will pay one-half of the total normal cost toward the cost of their retirement plan as required by PEPRA. The "total normal cost" is a figure that is determined by CalPERS and detailed in the City's annual valuation statement.

Currently PEPRA miscellaneous employees pay 6.25% of pensionable compensation (one-half of the total normal cost) toward the requisite member rate and 1.75% of pensionable compensation as cost-sharing toward the

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employer's rate for a total of 8% towards the CalPERS defined benefit plan. The change eliminates the 1.75% cost-sharing contribution, and as a result all non-represented employees (classic and miscellaneous) covered by the salary resolution will pay only the member contribution as required by law.

2. The Non-Represented Non-Management salary resolution contains minor clean up language related to classification titles and probationary periods.

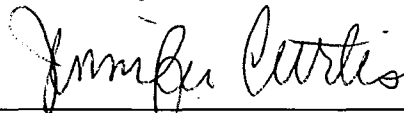
**COUNCIL POLICY CONSIDERATION:**

The adoption of the salary resolutions for non-represented executive management and non-represented non-management classifications supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

**FISCAL IMPACT:**

Approval of this recommendation will impact the revenues received in the Benefits Fund by approximately \$30,800 for the remainder of fiscal year 2016.

Respectfully Submitted,



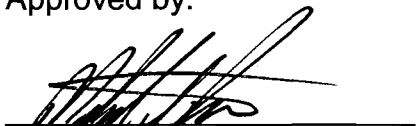
Jennifer Curtis  
Director of Human Resources

Prepared by:



Vanna R. Lesh  
Benefits Supervisor

Approved by:



Michael J. Beck  
City Manager

Attachments:

1. Salary Resolution for Non-Represented Executive Management
2. Salary Resolution for Non-Represented Non-Management