



APPROVAL OF THE RESOLUTION ADOPTING  
THE WAGES, HOURS AND WORKING  
CONDITIONS FOR EMPLOYEES IN THE CITY'S  
UNITS 10 – EXECUTIVE MANAGEMENT, 11 –  
MIDDLE MANAGEMENT, AND UNIT 12 –  
CONFIDENTIAL

# Background

The Units applicable to this recommendation are as follows:

- Unit 10 – Executive
- Unit 11 – Middle Management
- Unit 12 – Confidential

# Background - Unrepresented

City staff have traditionally provided terms equitable to other bargaining units for the unrepresented Units 10 - Executive, 11 - Middle Management, and 12 - Confidential. On July 26, 2016, the City Council approved the Wages, Hours and Other Terms and Conditions of Employment for these unrepresented Units for the period of July 1, 2016 through June 30, 2017.

- These resolutions will provide for an update to be effective July 1, 2017 through June 30, 2020.

# Primary Economics

All subject Units will receive the following:

- 3% increase in year 1
- 3% increase in year 2
- 2.5% increase in year 3
- City contribution to Retiree Health (Units 10 & 11) or Deferred Compensation (Unit 12)
  - 0.25% per year; 0.75% total

# Secondary Economics

All subject Units will also receive:

- Short-Term Disability benefit beginning August 1, 2017
- Staff Development & Wellness
  - City agrees to participate in a Joint Labor Management Committee to discuss reinstatement of a tuition reimbursement program with an aggregate annual cap and cap of at least \$800 per employee

# Other Unit Details

- Unit 11 – Administrative Leave cash out option up to 40 hours annually (Already applies to Unit 10)
- Unit 12 - Vacation cash out option up to 80 hours annually for those with 10 years of service. (Already applies to Units 10 and 11)

# RECOMMENDATION

The Human Resources Department and the City Manager's Office recommends that the Council, by resolution, approve the Wages, Hours and Other Terms and Conditions of Employment for Units 10 - Executive, 11 - Middle Management, & 12 - Confidential

# Questions??