

RESOLUTION NO. RES-2017-146  
(Corrected June 19, 2018)

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA ADOPTING THE WAGES, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES IN THE CITY'S UNITS 10 - EXECUTIVE MANAGEMENT, UNITS 11 AND 12 – MIDDLE MANAGEMENT AND CONFIDENTIAL, AND AMENDING THE FISCAL YEAR 2017-18 ADOPTED BUDGET

WHEREAS, the City Council considers wages, hours, and other terms and conditions of employment for City employees assigned to Unit 10 – Executive Management, Unit 11 – Middle Management, and Unit 12 - Confidential; and

WHEREAS, the City Manager's Office has recommended certain changes to wages, hours and other terms and conditions of employment; and

WHEREAS, the City's representatives have recommended that the Council adopt the Wages, Hours and Other Terms and Conditions of Employment for Units 10, 11 and 12; and

WHEREAS, the adopted budget for fiscal year 2017-18 did not include funding for these agreed upon changes to the Wages, Hours and Other Terms and Conditions of Employment requiring an amendment.

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa adopts the recommended Wages, Hours and Other Terms and Conditions of Employment for Employees in the City's Unit 10 – Executive Management for the period of July 1, 2017 through June 30, 2020, in substantially the same form as Exhibit "A" attached hereto, subject to approval as to form by the City Attorney.

BE IT FURTHER RESOLVED that the Council adopts the recommended Wages, Hours and Other Terms and Condition of Employment for Employees in the City's Unit 11 and 12 – Middle Management and Confidential for the period of July 1, 2017 through June 30, 2020, in substantially the same form as Exhibit "B" attached hereto, subject to approval as to form by the City Attorney.

BE IT FURTHER RESOLVED that the Council amends the City classification plan and salary plan for permanent budgeted positions in Unit 10 – Executive Management Unit 11 – Middle Management and Unit 12 – Confidential as follows:

- Increase the salary range effective the first full pay period following July 1, 2017 by 3% with a contribution by the City of one quarter percent (0.25%) of base wage to the applicable retirement plan.
- Increase the salary range effective the first full pay period following July 1, 2018 by 3% with an increase to the City's contribution of one quarter percent (0.25%) of base wage, for a total contribution by the City of one half percent (0.5%) of base wage, to the applicable retirement plan.

- Increase the salary range effective the first full pay period following July 1, 2019 by 2.5% with an increase to the City’s contribution of one quarter percent (0.25%) of base wage, for a total contribution by the City of three quarters percent (0.75%) of base wage, to the applicable retirement plan.

BE IT FURTHER RESOLVED that the Council authorizes and directs the Mayor to execute the Wages, Hours and Other Terms and Conditions of Employment.

BE IT FURTHER RESOLVED that the Council authorizes the Chief Financial Officer to amend the fiscal year 2017-18 adopted salary and benefit budget to increase appropriations as follows:

General Fund	\$171,027
Water Fund (Fund 301)	\$6,761
Risk Management Fund	\$23,440
IT Fund	\$6,644

BE IT FURTHER RESOLVED that the Council authorizes and directs the City Manager or designee to implement and administer the Document Describing Wages, Hours and Other Terms and Conditions of Employment and execute any supplements, modifications or amendments to the Document Describing Wages, Hours and Other Terms and Conditions of Employment that are operational and not financial in nature which may be necessary from time to time to implements its terms, subject to approval by the City Attorney.

IN COUNCIL DULY PASSED this 18th day of July, 2017.

AYES: (5) Mayor Coursey, Vice Mayor Tibbetts, Council Members Combs, Rogers, Sawyer

NOES: (0)

ABSENT: (2) Council Members Olivares, Schwedhelm

ABSTAIN: (0)

ATTEST: \_\_\_\_\_ APPROVED: \_\_\_\_\_  
City Clerk Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney

Exhibit A –Wages, Hours and Other Terms and Conditions of Employment Unit 10 – Executive Management  
Exhibit B - Wages, Hours and Other Terms and Conditions of Employment Units 11 and 12 - Middle Management and Confidential