

RESOLUTION NO. RES-2024-111

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA ADOPTING WAGES, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR UNIT 11 – MIDDLE MANAGEMENT AND UNIT 12 – CONFIDENTIAL, EFFECTIVE JULY 1, 2024 THROUGH JUNE 30, 2027

WHEREAS, the Council considers wages, hours and other terms and conditions of employment for employees assigned to 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 set forth in the attached document.

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 Unit 11 – Middle Management and Unit 12 - Confidential, for and on behalf of the employees in the City's Unit 11 – Middle Management and Unit 12 - Confidential, in substantially the same form as Exhibit "A" 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 11 – Middle Management and Unit 12 - Confidential as follows:

- Effective the first full pay period including July 1, 2024, increase the salary range by 7%
- Effective the first full pay period following July 1, 2025, increase the salary range by 4%
- Effective the first full pay period following July 1, 2025, increase the base pay for each classification with a base wage more than 10% below market average using the final data provided by the 2024 Gallagher Total Compensation Study
- Effective the first full pay period following July 1, 2025, increase the base pay for each non-surveyed classification which is tied to a benchmark classification that receives a base wage increase to maintain the differential recommended by the 2024 Gallagher Total Compensation Study
- Effective the first full pay period following July 1, 2026, increase the salary range by 4%

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 and directs the City Manager or designee to implement and administer the document describing Wages, Hours and Other Terms and Conditions of Employment and 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 implement its terms, subject to approval as to form by the City Attorney.

IN COUNCIL DULY PASSED this 9th day of July, 2024.

AYES: (5) Mayor N. Rogers, Vice Mayor Stapp, Council Members MacDonald, Okrepkie, C. Rogers

NOES: (0)

ABSENT: (2) Council Members Alvarez, Fleming

ABSTAIN/RECUSE: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM: _____
City Attorney

Exhibit A – Wages, Hours and Other Terms and Conditions of Employment between the City of Santa Rosa and Unit 11 – Middle Management and Unit 12 - Confidential