



# ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNITS 11 – MIDDLE- MANAGEMENT AND UNIT 12 – CONFIDENTIAL

City Council Meeting  
November 9, 2021

Jeremia Mills  
Deputy Director – Human Resources,  
Human Resources Department

# BACKGROUND

City staff have traditionally provided terms equitable to other bargaining units for the unrepresented 11 – Middle Management, and 12 - Confidential.

- This resolution will provide for an update to be effective July 1, 2021 through June 30, 2024

# Primary Economics

- 3% salary increase effective November 7, 2021
- 2.5% salary increase effective the first full pay period following April 1, 2022
- 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000

# Additional Changes

- Addition of Cesar Chavez Holiday
- \$500 annually for wellness

# Fiscal Impact

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$235,155 with an estimated ongoing increased cost of \$279,928 annually. Funding for these expenditure increases is not included in the FY 2021-22 adopted budget and is being appropriated from the funds which are affected by the increases. The impact to the General Fund in FY 2021-22 is \$167,696, and will come from the unassigned fund balance.

# RECOMMENDATION

The Human Resources Department and the City Manager's Office recommend that the Council, by resolution, adopt the Wages, Hours and Other Terms and Conditions of Employment for an agreement for and on behalf of, the employees in the City's Units 11 – Middle-Management and Unit 12 – Confidential.

QUESTIONS?