

SUBJECT: AMENDMENT TO EMPLOYEE PAY AND BENEFIT PLAN –
UNREPRESENTED MANAGEMENT

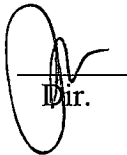
SOURCE: ADMINISTRATIVE SERVICES/ HUMAN RESOURCES

COMMENT: In an effort to address the increased costs associated with the City's participation in the California Public Employees Retirement System (CalPERS), unrepresented executive management employees have agreed to pay, effective April 1, 2013, an additional one percent, for a total of three percent, towards the Employer's contribution rate into the retirement system. This group of employees consists of employees who are not designated for purposes of recognition and representation in collective bargaining, pursuant to and within the scope of the Meyers-Milias-Brown Act.

City Council acceptance and approval of authorized changes in wages, benefits and conditions of employment are commonly made by amendments, when applicable, to those documents necessary to implement such changes. The attached resolution, covering unrepresented Local Safety Management Employees and unrepresented Local Miscellaneous Management Employees is consistent with the guidelines provided by the Council.

RECOMMENDATION: That the City Council approve the draft resolution amending the Employee Pay and Benefit Plan for all unrepresented management employees.

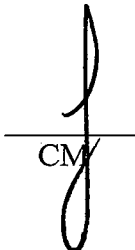
Attachment: Draft Resolution



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Item No. 7

RESOLUTION NO. _____-2013

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
PORTERVILLE AMENDING THE EMPLOYEE PAY AND BENEFIT PLAN

WHEREAS, the City Council has determined and reiterated that an Employee Pay and Benefit Plan, Classification Plan, Personnel System Rules and Regulations, Health Plan and Retirement Plan are essential for the proper administration of the City's affairs, including employee recruitment and retention, and for proper supervision of City Employees; and

WHEREAS, the City Council recognizes the necessity of amending and/or changing the contents of such plans and regulations from time to time, and of executing instruments to implement and to keep the provisions thereof current, and to maintain the relevancy of the same and;

WHEREAS, the City Council agrees that unrecognized executive employees should also be acknowledged through such amendments.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Porterville that the Employee Pay and Benefit Plan, for employees holding positions designated as unrepresented Local Safety Management Employees and unrepresented Local Miscellaneous Management Employees, i.e., employees not designated for purposes of recognition and representation, are hereby amended as follows:

I. CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM (CalPERS)

Effective 04-01-13, all unrepresented Local Safety Management Employees and all unrepresented Local Miscellaneous Management Employees shall pay one percent (1%) additional, for a total of three percent (3%), of the employer contribution rate which shall be determined according to the employee's base salary.

BE IT FURTHER RESOLVED that the Mayor of the City of Porterville is hereby authorized to execute those documents as are necessary to implement the provisions hereof.

PASSED, APPROVED AND ADOPTED this _____ day of April, 2013.

Virginia R. Gurrola, Mayor

ATTEST:

John D. Lollis, City Clerk

By _____
Patrice Hildreth, Chief Deputy City Clerk