

COUNCIL AGENDA – JULY 15, 2014

SUBJECT: AMENDMENT TO EMPLOYEE PAY AND BENEFIT PLAN –
PORTERVILLE SAFETY SUPPORT UNIT

SOURCE: ADMINISTRATIVE SERVICES DEPT./ HUMAN RESOURCES

COMMENT: The City and Porterville Safety Support Unit (PSSU) previously entered into a Memorandum of Understanding (MOU) covering the period between July 1, 2011 and June 30, 2014. The MOU provided the City with the right to re-open negotiations on the July 1, 2014 salary increase if certain revenue thresholds had not been met. The City duly exercised its right to re-open, negotiators for the City have met and conferred with PSSU representatives, and the parties have reached an agreement on modifications to the existing MOU.

City Council acceptance and approval of a Memorandum of Understanding is most commonly demonstrated by Council authorization, via resolution, to change or amend, when applicable, those documents as are necessarily known to implement the points of agreement contained in the Memorandum of Understanding.

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

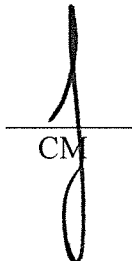
ATTACHMENT: Draft Resolution



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Item No. 17

RESOLUTION NO. _____-2014

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 keeping provisions thereof current, and to maintain the relevancy of the same; and

WHEREAS, the City exercised its right to re-open negotiations with the Porterville Safety Support Unit (PSSU) pertaining to the July 1, 2014 salary increase; and

WHEREAS, the City and PSSU have met and conferred and reached concurrence on modifications to the existing Memorandum of Understanding.

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 represented by the aforementioned recognized employee organization, is hereby amended as follows:

I. SALARIES

Effective July 1, 2014, PSSU employees shall receive a one percent (1%) salary increase.

II. CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)

Effective July 1, 2014, PSSU employees shall pay an additional 1% towards the PERS employer contribution rate.

III. CONTINUING BENEFITS

All other terms and conditions of the July 1, 2011 to June 30, 2014 Memorandum of Understanding shall remain in full force and effect.

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 July, 2014.

Cameron J. Hamilton, Mayor

ATTEST:

John D. Lollis, City Clerk

By _____
Patrice Hildreth, Chief Deputy City Clerk