



## Legislation Details (With Text)

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**File created:** 6/19/2021      **In control:** City Council  
**On agenda:** 6/28/2021      **Final action:** 6/28/2021  
**Title:** Adopt City Council Resolution Establishing a Compensation Plan and Terms and Conditions of Employment for Exempt At-Will Executive Classifications  
**Sponsors:**  
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**Attachments:** 1. RESO Executive Comp

Date	Ver.	Action By	Action	Result
6/28/2021	1	City Council	adopted	Pass

Adopt City Council Resolution Establishing a Compensation Plan and Terms and Conditions of Employment for Exempt At-Will Executive Classifications

The resolution is for a two-year term ending on June 30, 2022 and it establishes the following changes to compensation and benefits:

Effective July 4, 2021:

- 1) 3.0% Cost of Living Salary Adjustment
- 2) Removes the language which provided that the City Manager had the discretion to grant an additional 40 hours of exempt Management Leave
- 3) Allow Executive Employees to cash out up to 160 hours, instead of 80 hours, of vacation time once in a fiscal year.
- 4) Modified the language for employees hired on or after July 1, 2003 but before July 1, 2007 that provided when a eligible employee reached Medicare eligibility the City would purchase a supplemental prescription drug plan or an equivalent benefit.

Effective first full pay period in July 2022:

- 1) 3.0% Cost of Living Salary Adjustment