



## Legislation Details (With Text)

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**File created:** 7/21/2022      **In control:** City Council

**On agenda:** 8/8/2022      **Final action:** 8/8/2022

**Title:** Adopt City Council Resolution Establishing a Compensation Plan and Terms and Conditions of Employment for Exempt Mid-Management Classifications

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. RESO Mid-Mangement Compensation, 2. Exhibit A

Date	Ver.	Action By	Action	Result
8/8/2022	1	City Council	adopted as amended	Pass

Adopt City Council Resolution Establishing a Compensation Plan and Terms and Conditions of Employment for Exempt Mid-Management Classifications

The resolution is for a one-year term ending on June 30, 2023. A summary of changes to compensation and benefits are summarized below:

Effective July 1, 2022:

- Each employee covered by this agreement shall receive a Cost of Living Adjustment (COLA) equal to 1% of their base salary.
- Each employee will receive a one-time payment of \$1,500.
- Section 2.4.C modifies language in Family Care Use clause to remove the enumerated care hour maximums for family members using the same language as Service Employees International Union (SEIU) Memorandum of Understanding (MOU).
- Section 3.1.E.3.i. Health and dental insurance on retirement changed to mirror SEIU language.
- Section 5.0 C.2. Per Diem Meals allowances to be increased as follows:
  - i. Breakfast (\$20)
  - ii. Lunch (\$25)
  - iii. Dinner (\$35)
- Section 8.0 Boot Allowance is increased to \$300 commensurate with SEIU.
- New Section 11.0 included stating that no employee will suffer a wage reduction due to Class & Compensation study results.