

RESOLUTION NO. 2016-28

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA AMENDING
THE CITY'S SALARY SCHEDULE FOR THE MARINA EMPLOYEES ASSOCIATION
BARGAINING UNIT AS DIRECTED BY PREVIOUS RESOLUTION NO'S. 2016-3
AND 2016-18.

WHEREAS, at the January 5, 2016 City Council meeting, Resolution No. 2016-03 was adopted amending the Compensation Plan and Salary Schedule for certain classifications in the City. As it pertains to the MEA bargaining unit, new salary ranges were established for the Administrative Assistant II, Building Permit Technician, Community Services Officer, Public Safety Records Supervisor, and Public Safety Records Technician classifications, and;

WHEREAS, at the February 17, 2016 City Council meeting, Resolution No. 2016-18 was adopted approving a side letter agreement amending the existing Memorandum of Understanding between the City and the Marina Employees Association. This agreement provided for the following amendments to the Salary Schedule:

1. 1% salary increase effective January 1, 2015
2. 2% salary increase effective July 1, 2016
3. "Classic employees" under PERS shall pay the remaining entire employee contribution towards PERS (3.5%). Effective in the pay period in which the "Classic employees" full employee PERS contribution is shifted to the employee, the salary range shall be adjusted 3.5%.

WHEREAS, the City of Marina's Personnel Manual provides that a Compensation Plan shall be established by the City Council. This plan shall establish the salary range and salary steps for each classification in the City. The salary range for most classifications in the City has five steps, A, B, C, D & E. There is a 5% differential established between each step, and;

NOW, THEREFORE IT BE RESOLVED that the City Council of the City of Marina does hereby:

1. Consider adopting Resolution No. 2016-, amending the City's Salary Schedule for the Marina Employees Association bargaining unit as directed by previous Resolution No. 2016-03 and 2016-18

PASSED AND ADOPTED by the City Council of the City of Marina at a regular meeting duly held on this 15th day of March 2016 by the following vote:

AYES, COUNCIL MEMBERS: Amadeo, Brown, Morton, O'Connell, Delgado

NOES, COUNCIL MEMBERS: None

ABSTAIN, COUNCIL MEMBERS: None

ABSENT, COUNCIL MEMBERS: None

Bruce C. Delgado, Mayor

ATTEST:

Anita Sharp, Deputy City Clerk

March 11, 2016

Item No. **8f(2)**

Honorable Mayor and Members
of the Marina City Council

City Council Meeting
of March 15, 2016

**RECOMMENDATION TO CONSIDER ADOPTING RESOLUTION NO. 2016-,
AMENDING THE CITY'S SALARY SCHEDULE FOR THE MARINA
EMPLOYEES ASSOCIATION BARGAINING UNIT AS DIRECTED BY
PREVIOUS RESOLUTION NO'S. 2016-03 AND 2016-18.**

RECOMMENDATION:

It is recommended that the City Council:

1. Consider adopting Resolution No. 2016-, amending the City's Salary Schedule for the Marina Employees Association bargaining unit as directed by previous Resolution No. 2016-03 and 2016-18.

BACKGROUND:

At the January 5, 2016 City Council meeting, Resolution No. 2016-03 was adopted amending the Compensation Plan and Salary Schedule for certain classifications in the City. As it pertains to the MEA bargaining unit, new salary ranges were established for the Administrative Assistant II, Building Permit Technician, Community Services Officer, Public Safety Records Supervisor, and Public Safety Records Technician classifications.

At the February 17, 2016 City Council meeting, Resolution No. 2016-18 was adopted approving a side letter agreement amending the existing Memorandum of Understanding between the City and the Marina Employees Association. This agreement provided for the following amendments to the Salary Schedule:

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3. "Classic employees" under PERS shall pay the remaining entire employee contribution towards PERS (3.5%). Effective in the pay period in which the "Classic employees" full employee PERS contribution is shifted to the employee, the salary range shall be adjusted 3.5%.

ANALYSIS:

The City of Marina's Personnel Manual provides that a Compensation Plan shall be established by the City Council. This plan shall establish the salary range and salary steps for each classification in the City. The salary range for most classifications in the City has five steps, A, B, C, D & E. There is a 5% differential established between each step.

Over the years as the City Council has approved salary adjustments and COLA's for city classifications, this 5% differential between steps has gotten slightly off. This has primarily occurred due to rounding errors over time, both increasing and decreasing the 5% differential.

Staff is recommending approval of the attached Salary Schedules which details the action Council took in Resolution No's, 2016-03 and 2016-18. Additionally, these Salary Schedules clean up the rounding errors that have occurred over time and have put the differentials between each step back to 5% which is set by the Compensation Plan. **EXHIBIT A** is the Salary Schedule that cleans up the differentials and includes the % increase on January 1, 2015 and the PERS 3.5% adjustment. **EXHIBIT B** is the Salary Schedule effective July 1, 2016 that includes the 2% increase.

FISCAL IMPACT:

The attached Salary Schedules detail out previous actions taken by the City Council. There is no additional financial impact.

CONCLUSION:

This request is submitted for City Council consideration and possible action.

Respectfully submitted,

Layne Long
City Manager
City of Marina