

RESOLUTION NO. 2016-135

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA APPROVING A SIDE LETTER AGREEMENT AMENDING THE EXISTING MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF MARINA AND THE DEPARTMENT DIRECTORS INFORMAL EMPLOYEES ASSOCIATION AND AUTHORIZE CITY MANAGER TO EXECUTE SIDE LETTER AGREEMENT ON BEHALF OF CITY.

WHEREAS, the existing Memorandum of Understanding between the City of Marina and the Department Directors Informal Employees Association has expired, and;

WHEREAS, the City of Marina and the Department Directors Informal Employees Association have met and conferred and have reached a tentative agreement to approve a Side Letter amending the existing Memorandum of Understanding, and;

WHEREAS, the Side Letter (Exhibit A) amends the Compensation Plan and provides for adjustments to the salary schedule, health benefit allowance and other terms and conditions of employment, and;

WHEREAS, the City of Marina and the Department Directors Informal Employees Association will be compiling all previous Memorandums of Understanding, Side Letters and Addendums into a comprehensive Memorandum of Understanding and will be bringing this back to the City Council for approval, and;

WHEREAS, the term of the new Memorandum of Understanding will expire on June 30, 2017, and;

WHEREAS, all other terms and conditions of employment contained in the parties previous Memorandum of Understanding, Side Letters and Addendums shall remain in effect, and;

WHEREAS, the estimated cost of all salary and benefit adjustments in the Side Letter is approximately \$35,000 over the two year term of the agreement, and;

WHEREAS, the cost of the proposed salary and benefit adjustments can be funded from on-going revenues from the General Fund.

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

1. Author  
ize the City Manager to execute a Side Letter agreement between the City of Marina and the Department Directors Informal Employees Association, and;
2. Author  
ize adjustments to City Compensation Plan including adjustments to the salary schedule, health benefit allowance and other specified terms and conditions of employment specified in the Side Letter, and;
3. Author  
ize the Finance Director to make appropriate accounting and budgetary entries.

PASSED AND ADOPTED, by the City Council of the City of Marina at a regular meeting duly held on the 7th day of September, 2016, by the following vote:

AYES: COUNCIL MEMBERS: Amadeo, Brown, Morton, Delgado  
NOES: COUNCIL MEMBERS: O'Connell  
ABSENT: COUNCIL MEMBERS: None  
ABSTAIN: COUNCIL MEMBERS: None

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Bruce C. Delgado, Mayor

**SIDE LETTER OF AGREEMENT TO MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF MARINA AND THE DEPARTMENT DIRECTORS INFORMAL  
EMPLOYEES ASSOCIATION**

September 7, 2016

This Side Letter of Agreement is entered into by and between the City of Marina and the Department Directors Informal Employees Association effective September 7, 2016 and shall extend the current MOU through June 30, 2017. The parties agree to the following Terms and Conditions:

1. Term
  - a. Expires June 30, 2017
2. PERS Retirement (Employee PERS contribution)
  - a. Bargaining unit "Classic employees" shall pay the remaining entire employee contribution towards PERS (non-sworn and sworn employees of 3.5% and 4.5%, respectively). Effective in the pay period in which the "Classic employee" full employee PERS contribution is shifted to the employee, the employee shall receive a 3.5% and 4.5% salary increase for non-sworn and sworn employees, respectively.
3. Salary
  - a. 1% salary increase effective January 1, 2015 (effective in pay period that includes January 1, 2015)
  - b. 2% salary increase effective July 1, 2016 (effective in pay period that includes July 1, 2016)
4. Medical
  - a. Effective January 1, 2016 (or whenever the 2016 medical premiums went into effect) the City shall pay additional medical health insurance premium per month as follows:
    - i. Employee only: \$50
    - ii. Employee + 1: \$100
    - iii. Employee + family: \$130
  - b. Effective January 1, 2017 (or whenever the 2017 medical premiums go into effect) the City shall pay additional medical health insurance premium per month as follows:
    - i. Employee only: \$50
    - ii. Employee + 1: \$75
    - iii. Employee + family: \$100
5. All other terms and conditions of employment contained in the parties MOU, side letters and amendments shall remain in effect.

CITY OF MARINA

By: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_



# DIRECTORS - ATTACHMENT

## FY16/17 Salary Schedule Director

CLASSIFICATIONS	Hourly Rate
City Manager *	\$ 107.6532
Community Development Director	\$ 76.5000
Finance Director	\$ 84.6588
Fire Chief	\$ 74.5310
Police Chief **	\$ 83.9095
Recreation Director ***	\$ 63.3603

Also reflects reso. 2016-4 rates.

\*CM effective 1/1/2017

\*\* Police Chief w/longevity \$88.1050

\*\*\* Recreation Director w/longevity (eff 8/1/16) \$66.5283

ATTEST:

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Anita Sharp, Deputy City Clerk

September 1, 2016

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

Honorable Mayor and Members  
of the Marina City Council

City Council Meeting  
of September 7, 2016

**CITY COUNCIL CONSIDER ADOPTING RESOLUTION NO. 2016-,  
AUTHORIZING THE CITY MANAGER TO EXECUTE A SIDE LETTER  
AGREEMENT BETWEEN THE CITY OF MARINA AND THE  
DEPARTMENT DIRECTORS INFORMAL EMPLOYEES ASSOCIATION  
AUTHORIZING ADJUSTMENTS TO CITY COMPENSATION PLAN  
INCLUDING ADJUSTMENTS TO SALARY AND HEALTH BENEFIT  
ALLOWANCE AND OTHER SPECIFIED TERMS AND CONDITIONS  
OF EMPLOYMENT SPECIFIED IN THE SIDE LETTER AND  
AUTHORIZING THE FINANCE DIRECTOR TO MAKE APPROPRIATE  
BUDGET AND ACCOUNTING ENTRIES**

**REQUEST:**

It is recommended that the City Council consider:

1. Adopting Resolution No. 2016- authorizing the City Manager to execute a side letter agreement between the City of Marina and the Department Directors Informal Employees Association, and;
2. Authorizing adjustments to City Compensation Plan including adjustments to the salary schedule, health benefit allowance and other specified terms and conditions of employment specified in the Side Letter, and;
3. Authorizing Finance Director to make appropriate accounting and budgetary entries.

**BACKGROUND:**

The City of Marina and the Department Directors Informal Employees Association have met and conferred and have reached a tentative agreement to a Side Letter amending the current Memorandum of Understanding between the City of Marina and the Department Directors Informal Employees Association.

The City of Marina and the Department Directors Informal Employees Association are also working on compiling all previous Memorandum of Understandings, Side Letters and Addendums into a comprehensive Memorandum of Understanding. When compiled this comprehensive Memorandum of Understanding will be brought back to the City Council for approval.

**ANALYSIS:**

The attached Side Letter (Exhibit A) extends the current Memorandum of Understanding through June 30, 2017. The parties have agreed to the following terms and conditions of employment:

1. Term

- a. Expires June 30, 2017
  
2. PERS Retirement (Employee PERS contribution)
  - a. Bargaining unit “Classic employees” shall pay the remaining entire employee contribution towards PERS (non-sworn and sworn employees of 3.5% and 4.5% respectively). Effective in the pay period in which the “Classic employee” full employee PERS contribution is shifted to the employee, the employee shall receive a 3.5% and 4.5% salary increase for non-sworn and sworn employees respectively.
  
3. Salary
  - a. 1% salary increase effective January 1, 2015 (effective in pay period that includes January 1, 2015).
  - b. 2% salary increase effective July 1, 2016 (effective in pay period that includes July 1, 2016).
  
4. Medical
  - a. Effective January 1, 2016 (or whenever the 2016 medical premiums went into effect) the City shall pay additional medical health insurance premium per month as follows:
    - i. Employee only: \$50
    - ii. Employee + 1: \$100
    - iii. Employee + family: \$130
  - b. Effective January 1, 2017 (or whenever the 2017 medical premiums go into effect) the City shall pay additional medical health insurance premium per month as follows:
    - i. Employee only: \$50
    - ii. Employee + 1: \$75
    - iii. Employee + family: \$100
  
5. All other terms and conditions of employment contained in the parties MOU, side letters and amendments shall remain in effect.

**FISCAL IMPACT:**

The estimated fiscal impact for the two year agreement is approximately \$35,000.

**CONCLUSION:**

This request is submitted for City Council approval.

Respectfully submitted,

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Layne Long  
City Manager  
City of Marina