



DATE: December 17, 2024

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT: Unrepresented Salary and Benefits: Adopt a Resolution Amending the Salary and Benefits Resolution for Unrepresented Employees

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) amending the Salary and Benefits Resolution for Unrepresented Employees (Attachment III).

SUMMARY

Following the completion of contract negotiations with its miscellaneous bargaining groups, the City has proposed modifications to the current Unrepresented Salary and Benefits Resolution (“Resolution”) which, if approved, would be substantially similar to the benefits recently negotiated in the miscellaneous groups’ contracts. The proposed Resolution would extend through June 30, 2027.

BACKGROUND AND DISCUSSION

Under the current Resolution, the City worked hard to achieve and maintain fiscal sustainability. Though the City continues to face the challenges of growing pension and retiree health liabilities, the City also recognizes it will need to provide competitive salary increases to maintain its ability to recruit and retain employees. In doing so, however, the City also sought to maintain its cost-sharing structure for major employee benefits, including health and retirement, to help mitigate those growing costs.

The proposed amendment to the Unrepresented Salary and Benefits Resolution includes the following changes for all Unrepresented classifications, (a) increase the alternate benefits by one hundred dollars (\$100.00) per tier, (b) addition of Juneteenth holiday, and (c) equity salary adjustments for classifications which were three percent (3%) or more under the market median based on a total compensation study completed in December 2023.

Cost-of-Living Adjustments (COLA) for the Unrepresented Non-Executive classifications include:

- Five percent (5%) salary adjustment effective October 1, 2024.
- Four percent (4%) salary adjustment effective July 1, 2025.
- Three percent (3%) salary adjustment effective July 1, 2026.

Additionally, the City added Longevity Pay for all Unrepresented Non-Executive classifications.

All Unrepresented Executive classifications will receive the following COLA salary adjustments:

- Four percent (4%) salary adjustment effective October 1, 2024.
- Four percent (4%) salary adjustment effective July 1, 2025.
- Four percent (4%) salary adjustment effective July 1, 2026.

The City and labor groups also agreed to a handful of operational, administrative, and legal updates to the miscellaneous bargaining unit agreements, which have generally been included in the proposed changes to the Unrepresented Resolution. Key changes are summarized in Table 1 below.

Table 1: Key Proposed Changes

Resolution Term	Summary of Changes	Effective Date
All Unrepresented Classifications		
5.04 Alternate Benefits	Increase Alternate Benefits by one hundred dollars (\$100.00) per tier as follows: <ul style="list-style-type: none"> • Employee only - \$310.00/month • Employee plus one (1) dependent - \$480.00/month • Employee plus two (2+) dependents - \$600.00/month 	July 1, 2024
7.01 Holidays Observed by the City	Add Juneteenth to the list of existing City observed holidays.	July 1, 2024
Unrepresented Non-Executive Classifications		
6.13 Salaries	Positions that are three percent (3%) or more under the market median (based on total compensation) shall receive an equity adjustment that brings them to the total compensation median.	July 1, 2024
6.15 Salary Adjustments	FY 2024 - five percent (5%) COLA	October 1, 2024
	FY 2025 – four percent (4%) COLA	July 1, 2025
	FY 2026 – three percent (3%) COLA	July 1, 2026
NEW 6.17 Longevity Pay	Longevity Pay Tiers: 15 years – 2.5% 20 years – 2.5% 25 years – 2.5% Maximum premium of 7.5%	July 1, 2024
Unrepresented Executive Classifications		
6.13 Salaries	Positions that are three percent (3%) or more under the market median (based on total compensation) shall receive an equity adjustment that brings them to the total compensation median.	July 1, 2024
6.15 Salary Adjustments	FY 2024 - four percent (4%) COLA	October 1, 2024
	FY 2025 – four percent (4%) COLA	July 1, 2025
	FY 2026 – four percent (4%) COLA	July 1, 2026

FISCAL IMPACT

If approved, the proposed Salary and Benefits Resolution as amended would result in a fiscal impact of \$2,704,250 for the term of the contract (FY 2025 - FY 2027).

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

NEXT STEPS

If adopted, Human Resources staff will finalize the Resolution and implement the above changes in coordination with Finance.

Prepared by: Marisa Guerrero, Human Resources Manager

Recommended by: Brittney Frye, Director of Human Resources

Approved by:



Dustin Claussen, Interim City Manager