



DATE: July 20, 2021

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 Executives, Management, City Manager's Office, Human Resources, and City Attorney Employees

RECOMMENDATION

That Council adopts a resolution (Attachment II) amending the Salary and Benefits Resolution for Unrepresented Executives, Management, City Manager's Office, Human Resources, and City Attorney Employees.

SUMMARY

If approved, the proposed Salary and Benefits Resolution (Attachment III) will grant Unrepresented Management Employees, and the Employees of the Office of the City Manager, Human Resources, and City Attorney ("Unrepresented Employees") with a two percent (2%) cost-of-living (COLA) adjustment for Fiscal Year 2022.

BACKGROUND AND DISCUSSION

On June 22, 2021, Council approved a resolution to amend Salary and Benefits Resolution for Unrepresented Employees to provide Executive Employees a two percent (2%) COLA. If approved, the amended Salary and Benefits Resolution would provide for a two percent (2%) COLA for the remaining Unrepresented Employees.

FISCAL IMPACT

The proposed changes would result in an increase of approximately \$100,973.

STRATEGIC ROADMAP

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

NEXT STEPS

The Human Resources and Finance Departments will work in conjunction to implement the two percent (2%) COLA within three (3) weeks following Council approval.

Prepared by: Kakshi Master, Senior Human Resources Analyst

Recommended by: Jana Sangy, Director of Human Resources

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written over a horizontal line.

Kelly McAdoo, City Manager