

**City Manager's Report****January 8, 2019 City Council Meeting****Prepared by: Dave Warren, Assistant City Manager/Director of Finance****Item #: 8.4**

**Subject:** Adopt a resolution retroactively approving and affirming salary and benefit provisions for the Unified Confidential and Supervisory Employee Unit effective July 1, 2011.

---

**Purpose:**

To memorialize certain salary provisions to ensure members of the Unified Confidential and Supervisory Employee (UCASE) Unit receive proper pension credit.

**Background:**

Historically, non-sworn supervisory positions, which are currently represented by UCASE, have received certain salary and benefit provisions equal to those received by members of International Union of Operating Engineers Stationary Engineers, Local 39 (Local 39). Tonight, staff is recommending the City Council to adopt a resolution memorializing the clothing stipend and pesticide application certificate stipend for certain UCASE represented positions.

**Discussion:**

For example, the Parks & Facilities Maintenance Superintendent position has historically received the same clothing stipend (currently \$750 annually) and pesticide application certificate stipend (currently \$180 annually) as the Maintenance Worker II position, which is represented by Local 39. However, this long standing past practice is not in writing. Both stipends are mandated by the State to be included in the associated employee's pension benefit calculation. In order for the retired Parks & Facilities Maintenance Superintendent to receive pension credit for these stipends, the California Public Employees Retirement System (CalPERS) has requested that a resolution retroactively approving the said stipends be approved by the City Council.

**Options:**

1. Adopt the resolution as presented.
2. Adopt a similar resolution with revisions.
3. Take no action.

**Cost:**

There is no additional cost associated with tonight's action.

**Budget Impact:**

There is no budget impact associated with tonight's action.

**Recommendation:**

Adopt a resolution retroactively approving and affirming salary and benefit provisions for the Unified Confidential and Supervisory Employee Unit effective July 1, 2011.



**M. Cleve Morris, City Manager**



**Dave Warren, Assistant City Manager/  
Director of Finance**