



City of Placerville MEMORANDUM

DATE: August 14, 2007

TO: City Council

FROM: John Driscoll
City Manager/City Attorney

SUBJECT: **MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PLACERVILLE AND GENERAL UNIT EMPLOYEES' ASSOCIATION; RESOLUTIONS SETTING FORTH SALARY AND BENEFIT PROVISIONS FOR THE UNREPRESENTED EMPLOYEES IN THE CONFIDENTIAL, SUPERVISORY AND EXECUTIVE MANAGEMENT UNITS**

RECOMMENDATION

That the City Council adopt the following Resolutions:

1. Resolution approving the negotiated agreement between the City of Placerville and the Placerville General Unit Employees' Association in substantially the same form and content as the Memorandum of Understanding (MOU) attached to said Resolution and authorizing the Mayor and City Manager to execute the Memorandum of Understanding;
2. Resolution setting forth salary and benefit provisions for employees in the Confidential Unit;
3. Resolution setting forth salary and benefit provisions for employees in the Supervisory Unit; and
4. Resolution setting forth salary and benefit provisions for employees in the Executive Management Unit.

BACKGROUND

GENERAL UNIT:

Over the past few months, the City has been involved in negotiations with the General Unit Employees' Association. The Association has voted and approved the substance of the attached MOU. This action is being brought to the Council tonight for approval in form and substance of the attached MOU.

The first action with regard to this agenda item requests that the Council adopt a Resolution authorizing the execution of a Memorandum of Understanding with the General Unit Employees' Association, which agreement reflects the product of the past negotiations. Attached to this staff report is a letter from the City's labor negotiator, Dave Mackowiak, which provides a summary of the major aspects of the agreement.

In summary, the proposed agreement is for a three-year term and provides for the continued implementation of the City's Classification and Compensation Study for three years by providing for an amount equal to 2% of salary for the General Unit to be apportioned to each affected classification based on the recommendations in the study. The Study has been updated to reflect current salary levels for the agencies utilized by the Study. The agreement also provides for a 3% salary increase for each employee.

Over the term of the agreement, annual salary adjustments shall be based on the Consumer Price Index with the further provision that the increase shall not be less than 2% nor more than 4%. There are other additional changes that are also noted in Mr. Mackowiak's letter.

Staff recommends approval of the proposed Memorandum of Understanding with the General Unit Employees' Association.

UNREPRESENTED EMPLOYEES:

The Confidential Unit, the Supervisory Unit, and the Executive Management Unit are all unrepresented employee groups. The City has had the past practice of waiting until an agreement was reached with the General Unit Employees' Association before addressing salary and benefit changes for these unrepresented units. Once the agreement had been reached with the General Unit Employees' Association, the City has in the past implemented the same salary and benefit package for all of the employees in these unrepresented units. The proposed resolution for each of these unrepresented units incorporates the same salary and benefit package as set forth in the General Unit MOU.

This year, in anticipation of a similar procedure, once I learned that the General Unit Employees' Association had voted to accept the City's last offer, I have attempted to contact each of the unrepresented employees and reviewed with them the proposal that had been accepted by the General Unit employees. Each of the employees in the unrepresented groups whom I've been able to contact has indicated their concurrence and willingness to accept the same salary and benefit package as the General Unit employees. In order to preserve pay scale equity within our various

classifications, it is important that the salary and benefit changes agreed upon with the General Unit employees also be received by our unrepresented employees.

Respectfully submitted,

John Driscoll
City Manager/City Attorney