

Date: October 16, 2007
To: Honorable Mayor and Members of the City Council
From: Human Resources Department
Presentation By: Steven R. Jepsen, City Manager

Summary

Subject: Letter of Understanding with the First Level Managers

Recommendation: Ratify and implement the recently negotiated Letter of Understanding with First Level Management and approve the compensation for certain employees.

Fiscal Impact: Total annual cost for the agreement is estimated at \$79,347 due to the 3.4% Cost of Living adjustment effective July 1, 2007; and a \$40 per pay period bi-lingual pay incentive per qualified manager. These increases are covered by the adopted 2007-2008 budget and will not require an additional appropriation.

Background:

Attached for the City Council's review and approval is the Letter of Understanding which concludes the meet and confer process with the First Level Managers. The highlights of the agreement are outlined below.

Analysis:

Terms of the First Level Managers' LOU (Attachment A):

- 1) A 3.4% cost of living adjustment (based upon the California Consumer Price Index - All Urban Consumers for the year ending April of 2007) effective with the pay period that includes July 1, 2007.
- 2) Members who have passed the Sutter County bi-lingual test in a language, commonly spoken in the Yuba City area, shall receive an additional \$40 per pay period.
- 3) Cost sharing for health insurance contributions will remain the same as the last contract (80%/20% with the City paying 80% and the employee paying 20% of the premium increases based on the lowest cost health plan available to the majority of City employees).
- 4) In lieu of receiving compensatory time off and/or overtime, those First Level Managers in an exempt job classification shall receive 80 hours Administrative Leave with the first pay period of each calendar year.

- 5) At the City Manager's discretion, and under specified conditions, First Level Management personnel who are returning to City employment may be allowed to accrue vacation leave based upon the total years of service to the City.

Fiscal Impact:

Total annual cost for the agreement is estimated at \$79,347 due to the 3.4% Cost of Living adjustment effective July 1, 2007; and a \$40 per pay period bi-lingual pay incentive per qualified manager. These increases are covered by the adopted 2007-2008 budget and will not require an additional appropriation.

Alternatives:

Do not adopt the proposed agreement and staff will reopen negotiations with the respective representatives.

Recommendation:

Ratify and implement the recently negotiated Letter of Understanding with First Level Management and approve the compensation for certain employees.

Prepared By:



Susan Pearson
Human Resources Director (Interim)

Submitted By:



Steven R. Jepsen
City Manager

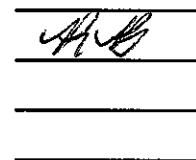
Reviewed By:

Department Head

Finance

City Attorney

Other: (Name, Title)



RESOLUTION NO. 07-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY RATIFYING THE LABOR AGREEMENT FOR THE FIRST LEVEL MANAGERS BARGAINING UNIT; AND APPROVE THE COMPENSATION FOR CERTAIN EMPLOYEES.

BE IT RESOLVED AND ORDERED BY THE CITY COUNCIL OF THE CITY OF YUBA CITY AS FOLLOWS:

The Council hereby ratifies the labor agreement for the First Level Managers Bargaining Unit for the period of July 1, 2007 through June 30, 2008.

The salaries of certain employees of the City of Yuba City, who are employed now or will be employed in the future are fixed and determined as set forth in the agreements.

The foregoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 16th day of October, 2007.

AYES:

NOES:

ABSENT:

John Miller, MAYOR

Attest:

Terrel Locke, CITY CLERK