



City Council Staff Report

DATE: September 3, 2014 Consent

SUBJECT: RETIREMENT AND SALARY CONDITIONS FOR UNREPRESENTED EMPLOYEES

FROM: David H. Ready, City Manager

BY: Human Resources

SUMMARY

The City recently reached agreements on Memorandums of Understanding with the Palm Springs Fire Management Association (PSFMA), the Palm Springs Fire Safety Association (PSFSA) the Management Association of Palm Springs (MAPS), and the Service Employees International Union Local 721 (SEIU) and will consider adopting Resolutions approving similar retirement and salary conditions for unrepresented employees.

RECOMMENDATION:

1. Adopt Resolution No. _____, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, GRANTING COMPARABLE RETIREMENT AND SALARY CONDITIONS FOR UNREPRESENTED EMPLOYEES SIMILAR TO OTHER EMPLOYEE GROUPS THROUGH FISCAL YEAR 2018."
2. Adopt Resolution No. _____, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, APPROVING PAYING AND REPORTING THE VALUE OF EMPLOYER PAID MEMBER CONTRIBUTIONS FOR THE PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) FOR EMPLOYEES OF EXECUTIVE MANAGEMENT."
3. Authorize the City Manager to execute all documents necessary to effectuate the above actions, including the allocation and compensation plan.

STAFF ANALYSIS:

The City, through its Municipal Employee Relations Representative (MERR), and representatives of the PSFMA, PSFSA, MAPS and SEIU recently reached agreements on the terms and conditions of the MOU's governing employees of the City of PSFMA, PSFSA, MAPS and SEIU for the period July 1, 2014 through June 30, 2018.

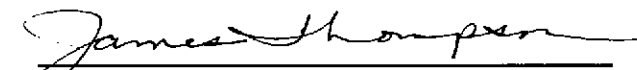
In consideration of the above agreements, the City Council has desired to provide comparable benefits and salary for unrepresented employees to maintain internal relationships with other employee groups. It is recommended that unrepresented employees pay their CalPERS respected retirement contributions of 8% (9% for the Police and Fire Chiefs) and receive an equal salary offset. In addition, unrepresented employees will receive the same salary adjustments as other similar employee groups of 2% in fiscal years 2015 and 2017.

FISCAL IMPACT

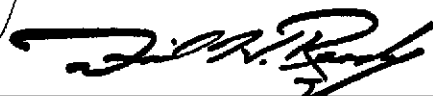
This action will result in an estimated total fiscal impact through fiscal year 2017/2018 of approximately \$64,000, including a savings through retirement cost of approximately \$22,000 annually and in future years beyond fiscal year 2017/2018.




Perry Madison
Director of Human Resources



James Thompson
Chief of Staff/City Clerk



David H. Ready, City Manager


Attachments: Resolutions

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
PALM SPRINGS, CALIFORNIA, GRANTING
COMPARABLE RETIREMENT AND SALARY CONDITIONS
FOR UNREPRESENTED EMPLOYEES SIMILAR TO
OTHER EMPLOYEE GROUPS THROUGH FISCAL YEAR
2018

WHEREAS, through its Municipal Employee Relations Representative (MERR), the City recently agreed in good faith on wages, hours, terms and other conditions of employment with the Palm Springs Fire Management Association (PSFMA), Palm Springs Fire Safety Association (PSFSA), Management Association of Palm Springs (MAPS), Service Employees International Union Local 721 (SEIU); and

WHEREAS, the City Council desires to provide comparable benefits, retirement and salary conditions to unrepresented employees to maintain internal relationships with the other similar employee groups; and

WHEREAS, unrepresented employees designated as Exempt (EX) will pay the CalPERS employee member contribution and in consideration receive an equal salary offset and will also receive salary adjustments similar to other employee groups of 2% in fiscal years 2015 and 2017;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF PALM SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Unrepresented employees, designated as Exempt (EX) in the Allocated Positions Plan adopted by the City Council shall pay the CalPERS employee member contribution amount and receive a salary offset through salary table increases effective the first pay period following City Council approval and receive a 2% salary adjustment on the first pay date in fiscal years 2015 and 2017.

Section 2. Authorize the City Manager to execute documents necessary to effectuate the above actions, including the allocation and compensation plan.

ADOPTED THIS 3rd day of September, 2014.

David H. Ready, City Manager

ATTEST:

James Thompson, City Clerk

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF PALM SPRINGS)

I, JAMES THOMPSON, City Clerk of the City of Palm Springs, hereby certify that Resolution No. _____ is a full, true and correct copy, and was duly adopted at a regular meeting of the City Council of the City of Palm Springs on _____, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

James Thompson, City Clerk
City of Palm Springs, California

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, APPROVING PAYING AND REPORTING THE VALUE OF EMPLOYER PAID MEMBER CONTRIBUTIONS FOR THE PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) FOR EMPLOYEES OF THE EXECUTIVE MANAGEMENT

WHEREAS, the governing body of the City of Palm Springs has the authority to implement Government Code Section 20636(c)(4) pursuant to Section 20691;

WHEREAS, the governing body of the City of Palm Springs has an agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the City of Palm Springs of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC);

WHEREAS, the governing body of the City of Palm Springs has identified the following conditions for the purpose of its election to pay EPMC;

- This benefit shall apply to all employees of Executive Management (EX) in the Miscellaneous Group, including the Police Chief and Fire Chief in the Safety Group
- This benefit shall consist of paying 0% of the normal contributions as EPMC, and reporting the same percent (value) of compensation earnable* {excluding Government Code Section 20636(c)(4)} as additional compensation.
- The effective date of this Resolution shall be September 14, 2014.

THE CITY COUNCIL OF THE CITY OF PALM SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

RESOLVED, that the governing body of the City of Palm Springs elects to pay and report the value of EPMC, as set forth above.

ADOPTED this 3rd day of September 2014

David H. Ready, City Manager

ATTEST:

James Thompson, City Clerk

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF PALM SPRINGS)

I, JAMES THOMPSON, City Clerk of the City of Palm Springs, hereby certify that Resolution No. ____ is a full, true and correct copy, and was duly adopted at a regular meeting of the City Council of the City of Palm Springs on this 16th day of July 2014, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

James Thompson, City Clerk
City of Palm Springs, California

* Note: Payment of EPMC and reporting the value of EPMC on compensation earnable is on pay rate and special compensation except special compensation delineated in Government Code Section 20636(c)(4) which is the monetary value of EPMC on compensation earnable.