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Staff Report for a Resolution Approving the Confidential Employees Group Compensation Plan

SUMMARY AND RECOMMENDATIONS

The City Manager recommends that the City Council approve a resolution ratifying the Compensation Plan between the City of San Leandro and the Confidential Employees Group for the period covering July 1, 2015 through June 30, 2020.

BACKGROUND

The Confidential Employees Group represents eight (8) confidential employees from the City Manager’s Office, the City Clerk’s Office and the Human Resources department. Confidential employees are not represented by a bargaining unit. The City has proposed an agreement, which was accepted by the employee group. The proposed compensation plan may be subject to administrative corrections for clerical purposes as warranted.

Analysis

The City and the Confidential Employee Group have a tentative agreement, which mirrors the major elements from the agreements approved for the San Leandro Management Organization (SLMO) and the San Leandro City Employees’ Association (SLCEA). These major elements include the following:

Term

The proposed term for the compensation plan is for the period July 1, 2015 through June 30, 2020 (5 years)

Compensation

Salary increases will be effective as follows:

- Effective January 1, 2016, a three (3%) percent salary increase.
- Effective January 1, 2017, a three (3%) percent salary increase.
- Effective January 1, 2018, a three (3%) percent salary increase.
- Effective January 1, 2019, a three (3%) percent salary increase.
- Effective January 1, 2020, a three (3%) percent salary increase.

Medical

The City's 2016 monthly contribution will be increased as follows:

- Employee only - increase \$25
- Employee +1 - increase \$50
- Employee +2 or more - increase \$75

Thereafter, employees will pay 50% of premium increases or decreases based on the Kaiser rate.

Other

An additional floating holiday will be provided to employees.

The confidential development reimbursement will be increased from \$650 to \$850 per year for reimbursement of career development training, technology, fitness and health expenses.

Previous Action

On September 16, 2013, by Resolution No. 2013-121, the City Council approved the prior Compensation Plan for the period October 1, 2013 through June 30, 2015.

Fiscal Impacts

The MOU is effective July 1, 2015 but the financial terms of the MOU will go into effect January 1, 2016. The total cost over the life of the MOU is approximately \$134,800, which primarily represents the 3% wage increase each year. The financial impact is approximately \$13,800 in FY 2015-16 for the period January 1, 2016 through June 30, 2016; \$28,200 in FY 2016-17; \$29,400 in FY 2017-18; \$30,600 in FY 2018-19; and \$32,800 in FY 2019-20.

ATTACHMENT

- Compensation Plan

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