

# STAFF REPORT

## *City Council Consent Item*

---

**DATE:** July 1, 2024

**TO:** Honorable Mayor and Council Members

**FROM:** Merritt Perry, City Manager

**SUBJECT:** Establish and Authorize Supplemental Compensation and Benefits for Management and Confidential Employees, *Resolution 2024-16*

### **STAFF RECOMMENDATION:**

Staff is recommending the Council Consider establishing and authorizing supplemental compensation and benefits for management and confidential employees by adopting *Resolution 2024-16*.

### **EXECUTIVE SUMMARY:**

The City's Management and Confidential employee classifications consist of both sworn (police) and general employees that are unrepresented, which means they have not engaged in collective bargaining with the City on matters related to wages, benefits and other terms and conditions of employment. As negotiations for Memorandum of Understandings (MOU's) are reaching conclusion for the represented employee groups, it is recommended that Council also consider addressing wages, benefits and other terms and conditions of employment that pertain to the City's unrepresented classifications.

Although the Management and Confidential employees have not negotiated and therefore do not have an MOU, a Supplemental Compensation and Benefits Resolution has been drafted, for Council consideration that is intended to operate in much the same way as an MOU.

The attached resolution incorporates the below summary of changes.

- 3% Cost of Living Adjustment (COLA)
- 5% Longevity threshold lowered to 5 years from 10 years
- Accounting Certificate for \$2800 added to incentives
- Police Lieutenant shall be eligible for the retention bonus in the same amount and at the same time as other Sworn Officers as approved in the FPEA MOU
- Caesar Chavez added to Holidays
- Cal Ore Life flight benefit to be paid for by City
- Recreation programs will be available to employee's children at no cost

This Resolution can be amended if Council authorizes future changes in compensation and benefits for these unrepresented classifications.

### **FISCAL IMPACT**

All fiscal impacts associated with the terms of the resolution have been reviewed by Council during the negotiations process. With the exception of the Police Lieutenants retention bonus all cost implications of the new MOU have been included into the fiscal year 2024-25 adopted budget.

The Police Lieutenants retention bonus is estimated to cost \$7,500 and will need to be paid for from General Fund reserves.

**RECOMMENDED COUNCIL ACTION:**

1. Receive staff report and review Council questions with staff
2. Consent agenda vote

**ATTACHMENTS:**

- *Resolution 2024-16; A Resolution Of The City Council Of The City Of Fortuna Establishing and Authorizing Supplemental Compensation and Benefits For Management and Confidential Employees Effective July 1, 2024 through June 30, 2025.*