

STAFF REPORT

City Council Consent Item

DATE: June 16, 2025

TO: Honorable Mayor and Council Members

FROM: Siana Emmons, Human Resources Director

SUBJECT: **Approve an Amendment to *Resolution 2025-16*, Establishing and Authorizing Supplemental Compensation and Benefits for Unrepresented Management, Confidential Employees, *Resolution 2025-16 (Amended)***

STAFF RECOMMENDATION:

Staff recommends adopting *amended Resolution 2025-16*, to include an additional \$1,500, for a total of \$7,500 one-time retention stipend for unrepresented management and confidential employees for Fiscal Years 2025-27.

EXECUTIVE SUMMARY:

On May 19, 2025, the Council approved *Resolution 2025-16*, which established and authorized supplemental compensation and benefits for unrepresented management and confidential employees which includes the following positions:

<u>Department Heads</u>
Parks and Recreation Director
Community Development Director
Police Chief
Public Works Director
<u>Division Heads</u>
Chief Treatment Plant Operator
General Services Superintendent
Deputy City Engineer
Police Lieutenant
Utility Superintendent
<u>Confidential/Mid-Management</u>
Engineering Tech II
Recreation Program Supervisor
Conference Center Manager
Payroll/Benefits Administrator (Finance)
Finance Office Supervisor
Building Official
Senior Administrative Assistant/Deputy City Clerk (City Manager's Office)

Upon reconsideration, the Council in an effort to recognize these employees' commitment, level of responsibility and increased workload due to high employee turnover, would like to include an additional \$1,500 per unrepresented employee.

For Fiscal Years 2025-26 and 2026-27, Instead of the City providing a one-time \$6,000 retention stipend, the City will provide a one-time \$7,500 retention stipend to be paid in two equal lump sum installment payments of \$3,750 – the first payment in the last pay period of July and the second payment in the first pay period of December. In order to receive the installment payment, an employee must be currently employed by the City and either scheduled for active shifts or be on paid leave as of the beginning of the applicable pay period referenced above.

FISCAL IMPACT

Fiscal impacts associated with the terms of the resolution have been reviewed by Council during the negotiations process, in a special meeting on June 2, 2025, and will be included in the Fiscal Year 2025-26 budget.

RECOMMENDED COUNCIL ACTION:

Establish and authorize supplemental compensation and benefits for unrepresented management and confidential employees by adopting *amended Resolution 2025-16*. Consent agenda vote

ATTACHMENTS:

- *Amended Resolution 2025-16; A Resolution Of The City Council Of The City Of Fortuna Establishing and Authorizing Supplemental Compensation and Benefits For Management and Confidential Employees Effective June 29, 2025 through June 30, 2027.*