



AGENDA REPORT

HUMAN RESOURCES MANAGEMENT DEPARTMENT

DATE: November 16, 2021

TO: Mayor Butt and Members of the City Council

FROM: Marc Fox, Interim Human Resources Director

SUBJECT: RESOLUTION APPROVING SALARIES AND BENEFITS OF
UNREPRESENTED MANAGEMENT EMPLOYEES.

STATEMENT OF THE ISSUE:

APPROVE the changes to salaries and benefits for unrepresented management employees and direct the City Manager or designee to update the publicly available salary schedule with the adopted wage increases.

RECOMMENDED ACTION:

ADOPT a resolution to approve changes to salaries and benefits of unrepresented management employees, consistent with the changes to salaries and benefits of represented management employees and direct the City Manager or designee to update the publicly available salary schedule (Marc Fox – 620-6600).

FINANCIAL IMPACT OF RECOMMENDATION:

Adoption of the resolution is projected to increase payroll costs by a total of \$185,837 (July 1, 2021 through June 30, 2025). Of this total cost, \$12,750 is during Fiscal Year 2021/22, \$22,356 is during Fiscal Year 2022/23, \$58,524 is during Fiscal Year 2023/24, and \$92,207 is during Fiscal Year 2024/25.

DISCUSSION:

Executive management employees are represented by IFPTE Local 21. Representatives of the City and IFPTE Local 21 have met and conferred in good faith on the changes to wages, hours and other terms and conditions of employment for the executive management employees.

As part of those negotiations, the City and IFPTE Local 21 agreed that the following positions are excluded from the collective bargaining agreement:

- City Manager
- City Attorney
- Assistant City Manager or similar single position classification
- Chief Assistant City Attorney or similar single position classification
- Director of Human Resources
- Assistant Director of Human Resources or Labor Relations Manager or similar single position classification

California public sector labor laws permit management employees, such as the City's department directors and other executive management employees, to collectively bargain wages, hours and other terms and conditions of employment through a union or association. The City's executive management employees are represented by IFPTE, Local 21.

The above six classifications/positions are excluded from representation by IFPTE, Local 21 because of the unique responsibilities each of the positions have in negotiating and administering all the City's collective bargaining agreements and managing the employer-employee relations with the City's eight unions or employee associations.

The proposed resolution provides these positions with the same wage increases and benefits that the City has provided to the Executive Management Employees (represented by IFPTE, Local 21). Those changes include:

- **WAGES:** During Fiscal Year 2021/22, employees will receive a lump sum payment of \$3,800.

During Fiscal Year 2022/23, employees will receive a five percent (5%) wage increase effective January 1, 2023.

During Fiscal Year 2023/24, employees will receive a four percent (4%) wage increase effective January 1, 2024.

During Fiscal Year 2024/25, employees will receive a four percent (4%) wage increase effective January 1, 2025.

- **HEALTH INSURANCE:** Presently, employees contribute \$125 per month toward health insurance. Consistent with the change to the represented executive management employees, these unrepresented employees will contribute \$50 per month.

- **OTHER POST EMPLOYMENT BENEFITS (OPEB):** Presently, employees contribute \$100 per month. Consistent with the changes to the represented executive management employees, these unrepresented employees will contribute monthly either \$50 (employee's classification step 2 annual salary of \$60,000 or less), \$75 (\$60,001 - \$79,999) or \$100 (\$80,000 or more).

The City Manager and the City Attorney have employment agreements. To the extent that the employment agreements cover the above topics, then the employment agreement will govern.

DOCUMENTS ATTACHED:

Resolution

RESOLUTION NO. 135-21

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RICHMOND,
CALIFORNIA, APPROVING SALARIES AND BENEFITS OF SPECIFIC
UNREPRESENTED MANAGEMENT POSITIONS**

WHEREAS, the Exempt Management Employees are represented by the International Federation of Professional and Technical Engineers (IFPTE), Local 21; and

WHEREAS, the City and IFPTE, Local 21 exclude specific executive management positions from representation under the executive management collective bargaining agreement; and

WHEREAS, the City finds it desirable to provide equitable changes in salaries and benefits to these specific unrepresented executive management positions.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Richmond shall provide unrepresented executive management positions the same salary adjustments, health and welfare benefits (e.g., medical and dental insurance plans; vacation, sick leave and other paid leaves) and other wages, hours and terms and conditions of employment as the City provides to the Exempt Management Employees represented by IFPTE, Local 21; provided, however, that the terms of an employment agreement take precedent and govern over the terms of this Resolution; and directs the City Manager or designee to update the publicly available salary schedule following any salary changes.

I certify that the foregoing resolution was passed and adopted by the City Council of the City of Richmond at a regular meeting thereof held November 16, 2021, by the following vote:

AYES: Councilmembers Jimenez, Martinez, McLaughlin, Willis,
and Vice Mayor Johnson III.
NOES: Councilmember Bates and Mayor Butt.
ABSTENTIONS: None.
ABSENT: None.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

THOMAS K. BUTT
Mayor

Approved as to form:

TERESA STRICKER
City Attorney

State of California }
County of Contra Costa } : ss.
City of Richmond }

I certify that the foregoing is a true copy of **Resolution No. 135-21**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on November 16, 2021.



Pamela Christian, Clerk of the City of Richmond