

## RESOLUTION 2020-089

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO SUPERSEDING RESOLUTION NO. 2019-085 AMENDING THE SCHEDULE OF BENEFITS FOR THE CONTRACT EMPLOYEES GROUP TO INCREASE EMPLOYEE COST SHARING RELATED TO RETIREMENT BENEFITS**

WHEREAS, the City of San Pablo desires to memorialize in a single Resolution the benefits and compensation provided to Contract Employees;

WHEREAS, the City of San Pablo's Contract Employees group consists of the following positions:

- City Manager and
- City Attorney;

WHEREAS, the above positions are considered a group because they share similarities in job duties or are otherwise a work-related grouping; and

WHEREAS, under Government Code section 54953, to ensure transparency in the consideration of the salary and benefits for the City's executives, before taking final action the City Council did orally report a summary of the recommended action regarding their salary and benefits;

WHEREAS, as a result of the COVID-19 pandemic, shelter-in-place orders, social distancing requirements, temporary closure of Casino San Pablo and the resulting economic impacts, the City has a projected a catastrophic loss of City revenue in Fiscal Years (FY) 2019/20 and 2020/21;

WHEREAS, consistent with the reduced budget allocation for salaries and benefits authorized in the amended quadrennial budget that was adopted on June 15, 2020, the City Attorney and City Manager have agreed to make temporary reductions in labor costs as part of a multipronged approach to close a projected \$10M budget gap for FY 2020/21;

WHEREAS, the major amendments to the Terms of Employment for the Contract Employees are summarized in the table below with Salary Schedule for Fiscal Year 2019/20 otherwise remaining in effect:

<b>Unit</b>	<b>COLA Freeze 7/1/20- 6/30/21</b>	<b>PERS % increase 7/1/20- 6/30/21</b>	<b>Step Freeze 7/1/20- 6/30/21</b>	<b>Other</b>	<b>Totals</b>
<b>Contract</b>	\$14,983	4% \$22,171	NONE		\$37,154

WHEREAS, if balancing the budget in FY2019/20 ultimately does not require all of the available Budget Stabilization Reserve (BSR) funds, labor cost reductions will be restored to employees. The funds available for restoration of the labor cost reductions would be proportionate to the share of the overall labor budget represented by each unit and would go into effect no earlier than January 2021, pending audited closure of the FY2019/20 fiscal year financial statements and the Salary Schedules modified accordingly.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of San Pablo that the foregoing recitations are true and correct and are included herein by reference as findings.

BE IT FURTHER RESOLVED that the City Council of the City of San Pablo authorizes revisions to the Schedule of Benefits for the City Attorney and for the City Manager in order to implement the necessary labor cost reductions as described above.

BE IT FURTHER RESOLVED that the full Schedule of Benefits for the City Attorney and for the City Manager are approved and included as Exhibits 1 and 2 to this Resolution.

\* \* \* \* \*

ADOPTED this 6<sup>th</sup> day of July, 2020, by the following vote:

AYES:	COUNCILMEMBERS:	Kinney, Pineda, Xavier, Pabon-Alvarado and Cruz
NOES:	COUNCILMEMBERS:	None
ABSENT:	COUNCILMEMBERS:	None
ABSTAIN:	COUNCILMEMBERS:	None

ATTEST:

APPROVED:

/s/ LaTanya Fisher  
LaTanya Fisher, Acting Deputy City Clerk

/s/ Arturo M. Cruz  
Arturo M. Cruz, Mayor