



Legislation Text

File #: #17-0329, Version: 1

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DATE OF MEETING: 08/07/17

SUBJECT:

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO AMENDING THE SCHEDULE OF BENEFITS FOR THE CONTRACT EMPLOYEES GROUP

CITY MANAGER RECOMMENDATION

Adopt Resolution

COMPLIANCE STATEMENTS

FY 2015-17 Council Priority Workplan Compliance Statement

This report corrects errors in a previously adopted Resolution; this is not associated with any specific Council Priority Workplan item.

CEQA Compliance Statement

This is not a project as defined by CEQA.

BACKGROUND

On July 3, 2017, the City Council approved Resolution 2017-142 amending the Schedule of Benefits for the City Manager and City Attorney to reflect changes for FY2017/18 generally consistent with changes made to other employee agreements/terms of employment. In two areas, changes were inadvertently included on the Resolution which were not intended and represented changes from the then current Schedule of Benefits which should not have been made.

The first area relates to the ability of the City Attorney to carry over vacation if unable to schedule sufficient time off to use accrued vacation due to responsibilities of the position. This provision had been applicable to both the City Manager and the City Attorney, but the language including the City Attorney had mistakenly been left off. This change corrects the Resolution to show the provision that was already in place.

The second area relates to the conditions under which the City Attorney is eligible for City-paid retiree health. Under the prior schedule of benefits, the City Manager, whose contract pre-dates retirement law changes associated with the Public Employees' Pension Reform Act (PEPRA) effective in 2013, is eligible for City-paid retiree health after five consecutive years with the City of San Pablo. The City Attorney's contract, which was approved after 2013, cannot provide a Retiree Health benefit that is better (in terms of conditions for eligibility) than that provided for all non-safety management City employees; this is a period of ten consecutive years with the City of San Pablo. This ten-year condition had been included in the prior Schedule of Benefits. The Resolution adopted on July 3, 2017, however, reflected a five-year requirement for both the City Manager and the City Attorney in error. The attached Resolution corrects this oversight and shows the City Attorney's eligibility for retiree health as it was previously, after ten consecutive years of service with San Pablo. There are

no corrective changes necessary for the City Manager Schedule of Benefits approved on July 3, 2017 under Resolution 2017-142.

GOVERNMENT CODE SECTION 54953 REQUIREMENTS

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 is required to orally report a summary of the recommended action regarding their salary and benefits. Although the items in this report reflect corrections rather than actual proposed changes in benefits, the Mayor or Vice-Mayor will orally summarize the proposed corrections in support of transparency.

FISCAL IMPACT

There is no fiscal impact to this item as it merely corrects the Schedule of Benefits for the City Manager and City Attorney that were adopted on July 3, 2017 (Resolution 2017-142) to reflect conditions that were not intended to change.