

RESOLUTION NO. 5022

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ESTABLISHING A SALARY AND BENEFIT PLAN FOR THE
UNREPRESENTED CONFIDENTIAL EMPLOYEES**

WHEREAS, the Unrepresented Confidential employees of the City of Soledad are entitled to certain salaries and benefits; and

WHEREAS, the salaries and benefits for the City's Unrepresented Confidential employees are not set forth in a Memorandum of Understanding; and

WHEREAS, it is in the best interest of both the City of Soledad and the Unrepresented Confidential employees to set forth the Salaries and Benefits for Unrepresented Confidential employees in a City Council approved Salary and Benefit Plan Document

NOW THEREFORE, BE IT HEREBY RESOLVED that the City Council of the City of Soledad hereby approves the attached Salaries and Benefits Plan, marked herein as "Exhibit A".

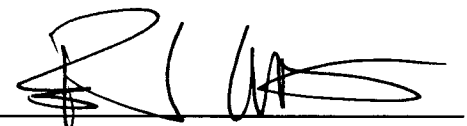
PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 5th day of November 2014, by the following vote:

AYES, and in favor thereof, Councilmembers: Christopher K. Bourke, Richard J. Perez, Patricia D. Stephens, Mayor Pro Tem Alejandro Chavez and Mayor Fred J. Ledesma

NOES, Councilmembers: None.

ABSENT, Councilmembers: None.

ABSTAIN, Councilmembers: None.


FRED J. LEDESMA, Mayor

ATTEST:


ADELA P. GONZALEZ, City Clerk

CITY OF SOLEDAD
Salary and Benefit Plan
For Unrepresented Confidential Employees

Section 1. SALARIES

Salaries for the Unrepresented Confidential employees are memorialized in the City's Classification and Compensation Plan.

Section 2. BENEFITS

A. Retirement Plan

Non-Safety employees: Unrepresented Confidential Non-Safety (non-sworn) employees who occupy non-safety classifications shall be enrolled in the California Public Employees Retirement System (CalPERS) and each employee is entitled to the benefits offered by said system. The approved PERS plan is 2% @ 60 (two percent at 60) for Miscellaneous "Classic" members and 2% @ 62 (two percent at 62) for "new" members under the Public Employees Pension Report Act of 2013 (PEPRA). The City shall pay the employer's share to said plan. "Classic" members shall pay the four percent (4%) of the employee's seven percent (7%) member contribution and "New" members shall pay the full six and a half percent (6 1/2%) of the employee's six and a half percent (6 1/2 %) member contribution.

Safety employees: Unrepresented Confidential Safety (sworn) employees shall be enrolled in the California Public Employees Retirement System (CalPERS) and each employee is entitled to the benefits offered by said system. The approved PERS plan is 3% @ 55 (three percent at 55) for Safety employees. The City shall pay the employer's share to said plan. "Classic" members shall pay the full nine percent (9%) of the employee's nine percent (9%) member contribution and "New" members shall pay the full eleven and a half percent (11 1/2%) of the employee's eleven and a half percent (11 1/2%) member contribution.

B. Health Insurance Plan

The City shall provide Unrepresented Confidential employees the same medical, dental and vision coverage as provided to Represented general employees.

C. Life Insurance and Accidental Death and Dismemberment

Unrepresented Confidential employees shall be enrolled in the City's Life and AD&D insurance plan. City shall provide life insurance at a rate of 1.5 times each employee's annual salary with a maximum benefit amount of \$150,000. The imputed benefit of the cost of coverage in excess of \$50,000 must be included as income under the Internal Revenue Code (IRC) Section 79 and is subject to Social Security and Medicare taxes.

D. Long Term Disability

Unrepresented Non-sworn Confidential employees shall be enrolled in the City's LTD insurance program. The current rate of sixty percent (60% for non-sworn) and sixty six and two thirds percent (66 2/3% for sworn) of the employee's annual salary will be designated for long term disability insurance annually for each employee.

E. Deferred Compensation

The City shall make a Deferred Compensation Plan available to all Unrepresented Confidential employees. Participation in the deferred compensation plan shall be strictly voluntary.

Section 3. CAREER INCENTIVE PAY

A. College Degree

Unrepresented Non-sworn Confidential employees who are not required to possess the following college degree as part of the City classification and/or job description, will be paid two and one half percent (2 1/2%) of employee's base rate of pay per month:

- Associate of Arts Degree,
- Bachelor of Arts/Science Degree, or
- Master of Arts/Science Degree

Unrepresented Sworn Confidential employees who possess a Master or Doctorate Degree will be entitled to six percent (6%) of employee's base rate of pay per month.

B. Bilingual

Unrepresented Confidential employees who regularly interact and interpret with the public may be eligible for a bilingual premium of sixty-five dollars (\$65) per month.

C. Uniform Allowance

Unrepresented Sworn Confidential employees shall be eligible for a uniform maintenance allowance of sixty dollars (\$60) per month.

D. Special Assignment/Certification Pay

As determined by the City Manager, Unrepresented Confidential employees may receive a total of sixty-five dollars (\$65) per month for special assignments. Examples of Special Assignment/Certification Pay include Professional Notary Public Certification, Deputy City Clerk designation and HR Labor Relations Academy Certification.

Section 4. TYPES OF EMPLOYEE LEAVES

A. Emergency Family Leave

Unrepresented Confidential employees of the City shall be entitled to three (3) days of emergency family leave in case of illness of a close family member or hospitalization of a close family member. Such leave shall be deducted from the employees' sick leave.

The term "close family" means those closely related to the employee by blood, by adoption, or by marriage, and specifically include only the mother, the father, a grandparent, a son, a daughter, the husband, the wife, the brother and the sister of the employee, and the spouse of a son, daughter, brother or sister, mother-in-law and father-in-law.

B. Administrative Leave

The Unrepresented Non-Sworn Exempt Employee shall be entitled to forty (40) hours of administrative leave at the beginning of each fiscal year. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

It should be noted, all other applicable benefits not contained in the Unrepresented Confidential Salary and Benefits Plan will be contained in the City's Personnel Rules and Regulations Manual. Amendments to this Salary and Benefits Plan may be made administratively from time to time.