SUBJECT: AMENDMENTS TO EMPLOYEE PAY AND BENEFIT PLAN, PERSONNEL SYSTEM RULES AND REGULATIONS, EMPLOYER-EMPLOYEE RELATIONS RESOLUTION, AND CITY’S CONTRACT WITH CALPERS.

SOURCE: Administration

COMMENT: City representatives remain engaged in Meet and Confer Sessions on matters within the scope and purview of the Meyers-Milias-Brown Act with the Porterville City Firefighters’ Association (PCFA), representing Fire Series Employees, and with the Porterville Police Officers’ Association (PPOA), representing Police Series Employees. For General Series Employees, who have not sought recognition as an organized group for purposes of labor relations, and for Management and Confidential Employees, also unrepresented groups, we are prepared to present those matters to the Council which pertain to compensation and benefits for employees in these groups.

City Council acceptance and approval of authorized changes in wages, benefits and conditions of employment are commonly made by amendments, when applicable, to those documents necessary to implement such changes. The attached resolution, covering General Series, Management and Confidential Employees, is consistent with the guidelines provided by the Council, and will achieve the aforementioned.

RECOMMENDATION: That the City Council adopt the attached resolution amending the Employee Pay and Benefit Plan, the Personnel System Rules and Regulations, and the Employer-Employee Relations Resolution, and authorize the Mayor to execute these and other documents necessary to implement the provisions thereof.

ATTACHMENT: Draft Resolution
RESOLUTION NO. ____-2002

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PORTERVILLE AMENDING THE EMPLOYEE PAY AND BENEFIT PLAN, PERSONNEL SYSTEM RULES AND REGULATIONS, EMPLOYER-EMPLOYEE RELATIONS RESOLUTION, AND CITY’S CONTRACT WITH CALPERS

WHEREAS: The City Council has determined and reiterated that an Employees’ Pay and Benefit Plan, Classification Plan, Personnel System Rules and Regulations, and Retirement Plan are essential for the proper administration of the City’s affairs, including employee recruitment and retention, and for proper supervision of City Employees; and

WHEREAS: The City Council recognizes the necessity of amending and/or changing the contents of such Plans and Regulations from time to time, and of executing instruments to implement and to keep the provisions thereof current, and to maintain the relevancy of same; and,

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Porterville that the Employee Pay and Benefit Plan for employees holding positions designated in the General Series, Management, other than in the Fire Series, and Confidential Groups, is hereby amended as follows:

A. PAY AND EMPLOYEE BENEFIT PLAN:

SECTION II - POSITION PAY PLAN

<table>
<thead>
<tr>
<th>POSITIONS</th>
<th>Wage Increase</th>
<th>Wage Increase</th>
<th>Wage Increase</th>
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<tr>
<td></td>
<td>Effective 07-01-02</td>
<td>Effective 07-01-03</td>
<td>Effective 07-01-04</td>
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<tr>
<td>RECLASSIFICATION &amp;/OR PARITY</td>
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<tr>
<td>Electrician/Instrument Tech. (Range 132)</td>
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<td>8%</td>
<td>3%</td>
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<tr>
<td>Leisure Services Supervisor (Range 140)</td>
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<td>CHANGE OF TITLE</td>
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<tr>
<td>Human Resources Analyst</td>
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<td>2%</td>
<td>3%</td>
</tr>
</tbody>
</table>
COLA: (All Others, except Police and Fire Series)
Management 3% 2% 3%
Confidential 3% 2% 3%
General Series 3% 2% 3%

B. RETIREMENT SYSTEM:

Effective 01-01-04, the City of Porterville will amend its Contract with the California Public Employees’ Retirement System (CalPERS), for Local Miscellaneous Members, to change from the Third Level of 1959 Survivor Benefits to the Fourth Level of 1959 Survivor Benefits. This benefit provides a higher level of 1959 Survivor Benefits to survivors of a member who dies prior to retirement.

BE IT FURTHER RESOLVED that the Mayor of the City of Porterville is hereby authorized to execute those documents as are necessary to implement the provisions hereof.

__________________________________________
Gordon T. Woods, Mayor

ATTEST:

__________________________________________
John Longley, City Clerk