



CITY OF WHEATLAND

CITY COUNCIL MEETING STAFF REPORT

July 13, 2021

SUBJECT: Negotiated Memorandum of Understanding Updates for the Wheatland General Employees Association, Police Officers Association, and Sergeants Association

PREPARED BY: Susan Mahoney, Finance Director

Recommendation

Approve the attached resolution which establishes the FY 2021-2022 pay ranges and the Memorandum of Understanding (MOU) updates for the Wheatland General Employees Association, Police Officers Association and Sergeants Association.

Background/Discussion

Salary and benefit negotiations are conducted annually with each of the represented employee associations and individually with unrepresented employees. The negotiated changes for the City of Wheatland's three associations are listed below.

PAY RANGES

- A 2.6% COLA for FY 2021-22 to be effective July 1, 2021

MOU UPDATES

- Public Works employees who are required by their supervisor to use their personal cell phone for City business shall be reimbursed for said use at the rate of \$75.00 per month. *Note:* this MOU update documents the reimbursement that has been in place for several years.
- The MOU's for the Police Officers Association and the Sergeants' Association have been updated to include the definition for Seniority Rights.

Alternatives

Direct staff to renegotiate with the associations.

Fiscal Impact

The estimated annual cost of the COLA adjustment is approximately \$46,500 per year. This increase is included in the Operating Budget for FY 2021-2022 adopted June 8, 2021.

Attachments

1. Resolution 27-21
2. FY 2021-2022 pay ranges

RESOLUTION NO. 27-21

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
WHEATLAND ADOPTING THE CITY'S PAY RANGES FOR FISCAL
YEAR 2021-2022 AND NEGOTIATED UPDATES TO EMPLOYEE
ASSOCIATION MEMORANDUMS OF UNDERSTANDING**

WHEREAS, the pay rates of regular and contract employees are defined in Memorandums of Understanding and Employment Agreements; and

WHEREAS, the City Council of the City of Wheatland approves all employee pay ranges; and

WHEREAS, negotiations have been completed with employees; and

WHEREAS, the City Council of the City of Wheatland approves all changes to the Memorandum of Understanding for the General Employees Association, the Police Officers Association, and the Sergeants Association.

NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WHEATLAND THAT:

1. The above statements are true and correct.
2. Exhibit "A" attached hereto is adopted as the City of Wheatland's pay ranges for fiscal year 2021-2022. Exhibit "A" shall be effective as of July 1, 2021.
3. Public Works employees who are required by their supervisor to use their personal cell phone for City business shall be reimbursed for said use at the rate of \$75.00 per month.
4. The following definition of Seniority Rights for the Police Officers Association and Sergeants' Association are added to their respective MOU's:
"Seniority is herein defined to be an employee's continuous full-time service with the City of Wheatland in the current classification plus higher classifications within the Police Department. An individual employee's seniority shall be effective from the date of first employment in a position with the representation unit. The Department will consider seniority in vacation scheduling and shift assignments and shift bidding. The Chief of Police may, at his/her discretion, based on the needs of the organization, assign an employee to a shift as long as that employee has been given written notification".

ADOPTED as a Resolution of the City Council of the City of Wheatland at a meeting thereof held on the 13th day of July 2021 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINING:

BY: _____
Rick West, Mayor

ATTEST: _____
Lisa J. Thomason, City Clerk

City of Wheatland

FY 2020-2021		FY 2021-2022									
Range	Step 1	Step I	Hrly	Step II	Hrly	Step III	Hrly	Step IV	Hrly	Step V	Hrly
Administrative Clerk (set at minimum wage)	0.5	2,080.00	2,426.67	14.00	2,548.00	14.70	2,675.40	15.44	2,809.17	16.21	2,949.63
Account Clerk I	1	3,177.78	3,260.40	18.81	3,423.42	19.75	3,594.59	20.74	3,774.32	21.77	3,963.04
	2	3,257.40	3,342.09	19.28	3,509.20	20.25	3,684.66	21.26	3,868.89	22.32	4,062.33
Operator in Training	3	3,339.18	3,426.00	19.77	3,597.30	20.75	3,777.16	21.79	3,968.02	22.88	4,164.32
Maintenance Worker	4	3,422.06	3,511.03	20.26	3,686.59	21.27	3,870.91	22.33	4,064.46	23.45	4,267.68
Account Clerk II	5	3,508.22	3,599.43	20.77	3,779.41	21.80	3,968.38	22.89	4,166.79	24.04	4,375.13
	6	3,595.46	3,688.94	21.28	3,873.39	22.35	4,067.06	23.46	4,270.41	24.64	4,483.93
	7	3,684.87	3,780.68	21.81	3,969.71	22.90	4,168.20	24.05	4,376.61	25.25	4,595.44
Senior Account Clerk	8	3,777.57	3,875.79	22.36	4,069.58	23.48	4,273.05	24.65	4,486.71	25.88	4,711.04
Sr Maintenance Worker, Water/Wastewater Treatment	9	3,871.36	3,972.02	22.92	4,170.62	24.06	4,379.15	25.26	4,598.10	26.53	4,828.01
	10	3,968.41	4,071.59	23.49	4,275.17	24.66	4,488.93	25.90	4,713.37	27.19	4,949.04
Police Administrative Assistant	11	4,067.65	4,173.41	24.08	4,382.08	25.28	4,601.18	26.55	4,831.24	27.87	5,072.80
	12	4,169.07	4,277.47	24.68	4,491.34	25.91	4,715.91	27.21	4,951.70	28.57	5,199.29
Police Officer, Public Works Supervisor	13	4,273.76	4,384.88	25.30	4,604.12	26.56	4,834.33	27.89	5,076.04	29.28	5,329.85
	14	4,380.63	4,494.53	25.93	4,719.25	27.23	4,955.22	28.59	5,202.98	30.02	5,463.12
	15	4,489.68	4,606.41	26.58	4,836.73	27.90	5,078.57	29.30	5,332.50	30.76	5,599.12
Police Corporal, Administrative Clerk/City Clerk	16	4,602.01	4,721.66	27.24	4,957.75	28.60	5,205.63	30.03	5,465.91	31.53	5,739.21
	17	4,717.60	4,840.26	27.92	5,082.27	29.32	5,336.38	30.79	5,603.20	32.33	5,883.36
	18	4,835.37	4,961.09	28.62	5,209.15	30.05	5,469.60	31.56	5,743.08	33.13	6,030.24
	19	4,956.42	5,085.29	29.34	5,339.55	30.81	5,606.53	32.35	5,886.86	33.96	6,181.20
Police Sergeant	20	5,079.65	5,211.72	30.07	5,472.31	31.57	5,745.92	33.15	6,033.22	34.81	6,334.88
*Building Inspector, PW Superintendent, Senior Accountant	21	5,207.24	5,342.63	30.82	5,609.76	32.36	5,890.25	33.98	6,184.76	35.68	6,494.00
	22	5,337.02	5,475.78	31.59	5,749.57	33.17	6,037.05	34.83	6,338.90	36.57	6,655.85
	23	5,471.16	5,613.41	32.39	5,894.08	34.00	6,188.78	35.70	6,498.22	37.49	6,823.14
	24	5,607.47	5,753.26	33.19	6,040.93	34.85	6,342.97	36.59	6,660.12	38.42	6,993.13
	25	5,748.15	5,897.60	34.02	6,192.48	35.73	6,502.11	37.51	6,827.21	39.39	7,168.57
	26	5,891.01	6,044.18	34.87	6,346.39	36.61	6,663.70	38.44	6,996.89	40.37	7,346.73
	27	6,038.23	6,195.22	35.74	6,504.99	37.53	6,830.23	39.41	7,171.75	41.38	7,530.33
	28	6,189.81	6,350.75	36.64	6,668.28	38.47	7,001.70	40.39	7,351.78	42.41	7,719.37
	29	6,344.66	6,509.62	37.56	6,835.10	39.43	7,176.86	41.40	7,535.70	43.48	7,912.49
	30	6,502.79	6,671.86	38.49	7,005.46	40.42	7,355.73	42.44	7,723.51	44.56	8,109.69
*Chief Building Official	31	6,665.28	6,838.58	39.45	7,180.51	41.43	7,539.53	43.50	7,916.51	45.67	8,312.33
	32	6,832.12	7,009.76	40.44	7,360.24	42.46	7,728.26	44.59	8,114.67	46.82	8,520.40
	33	7,003.34	7,185.43	41.45	7,544.70	43.53	7,921.93	45.70	8,318.03	47.99	8,733.93
	34	7,177.82	7,364.44	42.49	7,732.67	44.61	8,119.30	46.84	8,525.26	49.18	8,951.53
	35	7,357.76	7,549.06	43.55	7,926.51	45.73	8,322.84	48.02	8,738.98	50.42	9,175.93
	36	7,542.05	7,738.14	44.64	8,125.05	46.88	8,531.30	49.22	8,957.87	51.68	9,405.76
	37	7,729.62	7,930.59	45.75	8,327.12	48.04	8,743.48	50.44	9,180.65	52.97	9,639.68
	38	7,923.74	8,129.76	46.90	8,536.25	49.25	8,963.06	51.71	9,411.21	54.30	9,881.77
	39	8,121.13	8,332.28	48.07	8,748.89	50.47	9,186.34	53.00	9,645.65	55.65	10,127.94
	40	8,323.95	8,540.37	49.27	8,967.39	51.73	9,415.76	54.32	9,886.55	57.04	10,380.88
*Community Development Director	41	8,532.25	8,754.09	50.50	9,191.79	53.03	9,651.38	55.68	10,133.95	58.47	10,640.65
	42	8,745.99	8,973.39	51.77	9,422.06	54.36	9,893.16	57.08	10,387.82	59.93	10,907.21
	43	8,964.10	9,197.17	53.06	9,657.02	55.71	10,139.88	58.50	10,646.87	61.42	11,179.21
Police Chief	44	9,188.75	9,427.66	54.39	9,899.04	57.11	10,393.99	59.97	10,913.69	62.96	11,459.38
		251,699.59	258,536.37		271,463.19		285,036.35		299,288.16		314,252.57

* This position is being filled with a contractor

Assumptions:

Ranges originated from the CPS Human Resource Services Compensation Study - see Resolution No. 28-06 Exhibit "A"

Rates are stated on a monthly basis. Hourly rates for pay purposes are calculated by multiplying the monthly rate by 12 and dividing by 2080 hours per year.

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