



CITY OF WHEATLAND

CITY COUNCIL MEETING STAFF REPORT

July 9, 2019

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 2019-2020 through FY 2020-2021 pay ranges (two-year agreement) 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% COLA for FY 2019-2020 to be effective July 1, 2019
- No COLA for FY 2020-2021

MOU UPDATES

- Effective July 1, 2019 all represented regular employees will be eligible for medical insurance (Kaiser GF Plan 50) for themselves and their qualified family members after 30 days of employment. The employee will be responsible for twenty (20) percent of the cost of the medical insurance premium. This amount will be deducted from the employee's bi-weekly paycheck. Represented regular part-time employees are eligible for medical insurance on a prorated basis.
- Represented regular employees employed by the City on or before June 30, 2019 will continue to receive 100% paid *employee only* medical insurance (Kaiser GF Plan 50). The employee will be responsible for twenty (20) percent of the cost of any medical insurance premium (Kaiser GF Plan 50) for *employee + spouse*, *employee + child*, or *employee + spouse + child*.
- Effective July 1, 2019 the medical in lieu payment for employees who decline to participate in the City medical insurance plan will be \$300 per month.

Alternatives

Direct staff to renegotiate with the associations.

Fiscal Impact

The estimated annual cost of the COLA adjustment and the increase in medical benefits is approximately \$125,000 per year. This increase is included in the Operating Budget for FY 2019-2020 adopted June 25, 2019. The agreement confirms no COLA for FY 2020-2021.

Attachments

1. Resolution 23-19
2. FY 2019-2020 through FY 2020-2021 pay ranges

RESOLUTION NO. 23-19

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
WHEATLAND ADOPTING THE CITY'S PAY RANGES FOR FISCAL
YEAR 2019-2020 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 years 2019-2020 and 2020-2021. Exhibit "A" shall be effective as of July 1, 2019.
3. Effective July 1, 2019 all represented regular employees will be eligible for medical insurance (Kaiser GF Plan 50) for themselves and their qualified family members after 30 days of employment. The employee will be responsible for twenty (20) percent of the cost of the medical insurance premium. Represented regular part-time employees are eligible for medical insurance on a prorated basis.
4. Represented regular employees employed by the City on or before June 30, 2019 will continue to receive 100% paid *employee only* medical insurance (Kaiser GF Plan 50). The employee will be responsible for twenty (20) percent of the cost of any medical insurance premium (Kaiser GF Plan 50) *for employee + spouse, employee + child, or employee + spouse + child.*
5. Effective July 1, 2019 the medical in lieu payment for employees who decline to participate in the City medical insurance plan will be \$300 per month.

ADOPTED as a Resolution of the City Council of the City of Wheatland at a meeting thereof held on the 9th day of July 2019 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINING:

BY: _____
Joseph Henderson, Mayor

ATTEST: _____
Lisa J. Thomason, City Clerk

City of Wheatland
 FY 2019-2020 and FY 2020-2021 Pay Ranges Effective July 1, 2019
 102.0%

Classifications	FY 2018-2019					FY 2019-2020 and FY 2020-2021				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step I	Step II	Step III	Step IV	Step V
Administrative Clerk (set at minimum wage)	2,003.57	2,184.00	2,369.43	2,554.86	2,740.29	2,080.00	2,184.00	2,288.00	2,392.00	2,496.00
Account Clerk I	3,115.47	3,336.67	3,557.87	3,779.07	4,000.27	3,177.78	3,336.67	3,495.56	3,654.45	3,813.34
Operator in Training	3,193.53	3,420.27	3,646.99	3,873.71	4,100.43	3,257.40	3,420.27	3,583.14	3,746.01	3,908.88
Maintenance Worker	3,273.71	3,500.45	3,727.19	3,953.93	4,180.67	3,339.18	3,506.14	3,673.10	3,840.06	4,007.02
Account Clerk II	3,354.96	3,581.70	3,808.44	4,035.18	4,261.92	3,422.06	3,593.16	3,764.26	3,935.36	4,106.46
Senior Account Clerk	3,439.43	3,666.17	3,892.91	4,119.65	4,346.39	3,508.22	3,683.63	3,859.04	4,034.45	4,209.86
Sr Maintenance Worker, Water/Wastewater Treatment	3,524.96	3,751.70	3,978.44	4,205.18	4,431.92	3,595.46	3,775.23	3,955.00	4,134.74	4,314.48
Police Administrative Assistant	3,612.62	3,839.36	4,066.10	4,292.84	4,519.58	3,684.87	3,869.12	4,053.37	4,237.62	4,421.87
Police Officer, Public Works Supervisor	3,703.50	3,930.24	4,156.98	4,383.72	4,610.46	3,777.57	3,966.45	4,155.34	4,344.22	4,533.10
Administrative Clerk/City Clerk, Police Corporal	3,795.45	4,022.19	4,248.93	4,475.67	4,702.41	3,871.36	4,064.93	4,258.50	4,452.08	4,645.66
Police Sergeant	3,890.60	4,117.34	4,344.08	4,570.82	4,797.56	3,968.41	4,168.83	4,369.25	4,569.67	4,770.10
*Building Inspector, PW Superintendent, Senior Accountant	3,987.89	4,214.63	4,441.37	4,668.11	4,894.85	4,067.65	4,271.03	4,474.41	4,677.79	4,881.17
Public Works Director	4,087.32	4,314.06	4,540.80	4,767.54	4,994.28	4,169.07	4,377.52	4,585.97	4,794.42	5,002.87
*Chief Building Official	4,189.96	4,416.70	4,643.44	4,870.18	5,096.92	4,273.76	4,487.45	4,691.14	4,894.83	5,098.52
	4,294.74	4,521.48	4,748.22	4,974.96	5,201.70	4,380.63	4,599.67	4,818.71	5,037.75	5,256.79
	4,401.65	4,628.39	4,855.13	5,081.87	5,308.61	4,489.68	4,714.17	4,938.66	5,163.15	5,387.64
	4,511.77	4,738.51	4,965.25	5,191.99	5,418.73	4,602.01	4,832.11	5,062.21	5,292.31	5,522.41
	4,625.10	4,851.84	5,078.58	5,305.32	5,532.06	4,717.60	4,953.48	5,189.36	5,425.24	5,661.12
	4,740.56	4,967.30	5,194.04	5,420.78	5,647.52	4,835.37	5,077.14	5,318.91	5,560.68	5,802.45
	4,859.24	5,086.00	5,312.76	5,539.52	5,766.28	4,956.24	5,204.25	5,452.26	5,700.27	5,948.28
	4,980.05	5,206.81	5,433.57	5,660.33	5,887.09	5,079.65	5,333.63	5,587.61	5,841.59	6,095.57
	5,105.14	5,331.90	5,558.66	5,785.42	6,012.18	5,207.24	5,467.60	5,728.00	5,988.36	6,248.72
	5,232.37	5,459.13	5,685.89	5,912.65	6,139.41	5,337.02	5,603.87	5,870.72	6,137.57	6,404.42
	5,363.88	5,590.64	5,817.40	6,044.16	6,270.92	5,471.16	5,744.72	6,018.48	6,292.24	6,566.00
	5,497.52	5,724.28	5,951.04	6,177.80	6,404.56	5,607.47	5,887.84	6,168.21	6,448.57	6,728.94
	5,635.44	5,862.20	6,088.96	6,315.72	6,542.48	5,748.15	6,035.56	6,322.97	6,610.38	6,897.79
	5,775.50	6,002.26	6,229.02	6,455.78	6,682.54	5,891.01	6,185.56	6,480.11	6,774.66	7,069.21
	5,919.83	6,146.59	6,373.35	6,600.11	6,826.87	6,038.23	6,340.14	6,642.05	6,943.96	7,245.87
	6,068.44	6,295.20	6,521.96	6,748.72	6,975.48	6,189.81	6,499.30	6,808.79	7,118.28	7,427.77
	6,220.25	6,447.01	6,673.77	6,900.53	7,127.29	6,344.66	6,661.89	6,979.12	7,296.35	7,613.58
	6,375.28	6,602.04	6,828.80	7,055.56	7,282.32	6,502.79	6,827.92	7,153.05	7,478.18	7,803.31
	6,534.59	6,761.35	6,988.11	7,214.87	7,441.39	6,665.28	6,998.55	7,331.82	7,665.09	8,000.42
	6,698.16	6,924.92	7,151.68	7,378.44	7,605.20	6,832.12	7,173.73	7,515.34	7,856.95	8,200.56
	6,866.02	7,092.78	7,319.54	7,546.30	7,773.06	7,003.34	7,353.51	7,703.68	8,053.85	8,404.02
	7,037.08	7,263.84	7,490.60	7,717.36	7,944.12	7,177.82	7,536.71	7,895.60	8,254.49	8,613.38
	7,213.49	7,440.25	7,667.01	7,893.77	8,120.53	7,357.76	7,725.65	8,093.54	8,461.43	8,829.32
	7,394.17	7,620.93	7,847.69	8,074.45	8,301.21	7,542.05	7,919.16	8,296.27	8,683.38	9,070.49
	7,578.06	7,804.82	8,031.58	8,258.34	8,485.10	7,729.62	8,116.10	8,502.59	8,889.68	9,276.77
	7,768.37	7,995.13	8,221.89	8,448.65	8,675.41	7,923.74	8,319.92	8,716.10	9,112.28	9,508.46
	7,961.89	8,188.65	8,415.41	8,642.17	8,868.93	8,121.13	8,527.18	8,933.23	9,339.28	9,745.33
	8,160.74	8,387.50	8,614.26	8,841.02	9,067.78	8,323.95	8,740.15	9,156.35	9,572.55	9,988.75
	8,364.95	8,591.71	8,818.47	9,045.23	9,271.99	8,532.25	8,958.86	9,385.47	9,812.08	10,238.69
	8,574.50	8,801.26	9,028.02	9,254.78	9,481.54	8,745.99	9,183.29	9,620.59	10,057.89	10,495.19
	8,788.33	9,015.09	9,241.85	9,468.61	9,695.37	8,964.10	9,412.30	9,860.50	10,308.70	10,756.90
	9,008.58	9,235.34	9,462.10	9,688.86	9,915.62	9,188.75	9,648.19	10,106.39	10,564.59	11,022.79
	246,728.66									

Note: The pay rates for the City Manager and the Finance Director are defined in their existing employment agreements.
 * 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. Steps are 5% apart. Hourly rates for pay purposes are calculated by multiplying the monthly rates times 12 and dividing by 2,080.