




Agenda Item No: 6.d
Meeting Date: June 1, 2020

SAN RAFAEL CITY COUNCIL AGENDA REPORT

Department: Human Resources

Prepared by: Shibani Nag,
Director of Employee Experience
and Culture

City Manager Approval: 

TOPIC: EXTENSION TO RESOLUTION WITH UNREPRESENTED EMPLOYEE GROUPS

SUBJECT: RESOLUTION APPROVING A ONE-YEAR EXTENSION, WITH MODIFICATIONS, OF THE TERMS OF CITY COUNCIL RESOLUTION NOS. 14539, 14540, AND 14541, ESTABLISHING COMPENSATION FOR THE UNREPRESENTED EXECUTIVE MANAGEMENT AND MID-MANAGEMENT EMPLOYEE GROUPS, AND THE ELECTED CITY CLERK AND CITY ATTORNEY

RECOMMENDATION:

Adopt Resolution approving a one-year extension of the compensation resolutions, with recommended modifications, for the Unrepresented Executive Management and Unrepresented Mid-Management employee groups and the elected City Clerk and City Attorney.

BACKGROUND / ANALYSIS:

On June 18, 2018, the City Council adopted Resolution Nos. [14539](#), [14540](#), and [14541](#), establishing the terms of compensation for, respectively, the Unrepresented Executive Management Employee group, the Unrepresented Mid-Management Employee Group, and the elected City Clerk and part-time City Attorney, for the period July 1, 2018 through June 30, 2020.

Given the City's economic hardship resulting from the COVID-19 pandemic, and associated revenue losses, it is recommended that all job classes in these unrepresented employee groups and elected employees receive no wage increase for this next fiscal year. Additionally, staff recommends that, like the non-public safety represented employees, the non-public safety unrepresented employees and elected City Clerk and City Attorney should also participate in the 5% furlough wage reductions. Attachment 1 is a proposed resolution that would extend the termination date of the three 2018 resolutions for one additional year with these recommended modifications.

FISCAL IMPACT:

The current total annual salary and benefit cost to the City for the recommended action with respect to the unrepresented employee groups and elected employees is \$0. This recommendation is in line with the [City's COVID-19 Economic Recovery Plan](#) that was created in response to the COVID-19 pandemic,

FOR CITY CLERK ONLY

Council Meeting:

Disposition:

and related impacts to City revenue sources. The 5% furlough will result in annual savings of approximately \$230,000.

OPTIONS:

The City Council has the following options to consider on this matter:

1. Adopt the resolution approving the modified one-year extension as recommended by staff.
2. Adopt resolution with modifications.
3. Direct staff to return with more information.
4. Take no action.

RECOMMENDED ACTIONS:

1. Adopt resolution.

ATTACHMENTS:

1. Resolution extending the terms of Resolution Nos. 14539, 14540, and 14541 for one year with modifications

RESOLUTION NO.

RESOLUTION OF THE SAN RAFAEL CITY COUNCIL APPROVING A ONE-YEAR EXTENSION, WITH MODIFICATIONS, OF THE TERMS OF CITY COUNCIL RESOLUTION NOS. 14539, 14540, AND 14541, ESTABLISHING COMPENSATION FOR THE UNREPRESENTED EXECUTIVE MANAGEMENT AND MID-MANAGEMENT EMPLOYEE GROUPS, AND THE ELECTED CITY CLERK AND CITY ATTORNEY

WHEREAS, on July 18, 2018 the San Rafael City Council adopted Resolution Nos. 14539, 14540, and 14541 establishing the terms of compensation for, respectively, the Unrepresented Executive Management employee group, the Unrepresented Mid-Management employee group, and the elected City Clerk and City Attorney, for the period July 1, 2018 through June 30, 2020; and

WHEREAS, due to the City's economic hardship resulting from the COVID-19 pandemic, and associated revenue losses, the City Council has determined that all job classes in these unrepresented and elected employee groups should receive no wage increase for this next fiscal year; and

WHEREAS, the proposed compensation is in line with the City's current budget projections; and

WHEREAS, the City Council has determined that all non-public safety employees in these unrepresented and elected employee groups should also participate in a 5% furlough wage reduction program; and

WHEREAS, the City Council has determined that the compensation terms as established in Resolution Nos. 14539, 14540, and 14541 should continue for another year, through June 30, 2021, except with the modifications set forth above;

NOW, THEREFORE BE IT RESOLVED that the City Council of the City of San Rafael hereby extends the effective dates of Resolution Nos. 14539, 14540, and 14541 through June 30, 2021, on the same terms except for the following changes for Fiscal Year 2020-21: 1) no wage increase; and 2) inclusion of a 5% furlough wage reduction program for the non-public safety employees in these groups.

I, **Lindsay Lara**, Clerk of the City of San Rafael, hereby certify that the foregoing Resolution was duly and regularly introduced and adopted at a regular meeting of the City Council of the City of San Rafael, held on Monday, the 1st of June 2020, by the following vote, to wit:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

Lindsay Lara, City Clerk