

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2022

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AUTHORIZING THE CITY MANAGER OR DESIGNEE TO AMEND COMPENSATION
FOR UNREPRESENTED CONFIDENTIAL EMPLOYEES, FIRE MANAGERS, POLICE MANAGERS,
DEPARTMENT HEADS, COUNCIL APPOINTEES, AND HOURLY EMPLOYEES
FOR THE PERIOD OF JULY 1, 2022 THROUGH JUNE 30, 2024,
AND REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, on June 22, 2021, the City Council of the City of Mountain View adopted a resolution for compensation for unrepresented employees for the period of July 1, 2021 to June 30, 2023; and

WHEREAS, the agreement included reopener language for certain terms in the second year of the agreement; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View hereby amends or approves the following compensation for unrepresented employees for an additional year to include July 1, 2022 through June 30, 2024, as follows:

All Unrepresented Employees:

1. Term: Two-year compensation package beginning July 1, 2022 and ending June 30, 2024.

2. 5.0% COLA, Fiscal Year 2022-23: Effective June 26, 2022, the City shall amend the salary plan to increase the salary ranges of all Unrepresented Confidential employees, Fire Managers, Police Managers, Department Heads, Council Appointees, and Hourly employees by a 5.0% cost-of-living adjustment (COLA). All increases shall be computed to the nearest one-tenth percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Human Resources Director and Finance and Administrative Services Director or their designee.

3. 4.0% COLA, Fiscal Year 2023-24: Effective the pay period including July 1, 2023, the City shall amend the salary plan to increase the salary ranges of all Unrepresented Confidential employees, Fire Managers, Police Managers, Department Heads, Council Appointees, and Hourly employees by a 4.0% COLA. All increases shall be computed to the nearest one-tenth percent (0.1%) and rounded to the nearest penny, in accordance with the procedures established by the Human Resources Director and Finance and Administrative Services Director or their designee.

4. Parity with Other Represented Employees: If the City reaches an agreement with any other bargaining unit that includes COLA and lump-sum (or equivalent one-time leave hours) increases exceeding those agreed to herein during the time period covered by this agreement (and considering any offsetting reductions, such as pension or medical cost-sharing), the parties will meet and confer over the application of equivalent increases (and offsets) to the bargaining unit. This provision shall specifically exclude any market-based equity increases negotiated as part of the Year 2 Wage Reopener.

Confidential Employees:

5. Equity Adjustment for Confidential Employees: Effective June 26, 2022, the City shall increase the salary ranges for the positions identified below that were identified as either below average in the City's total compensation survey of comparable agencies or internally aligned to positions in the surveys:

a. Increase one salary grade (approximately 2.5%): Account Clerk I—CONF, Account Clerk II—CONF, Accounting Manager, Assistant Finance and Administrative Services Director, Assistant City Attorney, Deputy City Attorney, Office Assistant II—CONF (title change to Office Assistant—CONF), Office Assistant III—CONF (title change to Administrative Assistant—CONF), Senior Assistant City Attorney, and Senior Deputy City Attorney.

b. Any employee in the classifications listed above whose current salary falls below the new salary range shall receive a salary increase sufficient to place them at the bottom of the salary range effective June 26, 2022.

Fire Managers:

6. Equity Adjustment for Fire Manager Employees: Effective June 26, 2022, the City shall increase the salary ranges for the positions identified below that were identified as either below average in the City's total compensation survey of comparable agencies or internally aligned to positions in the surveys:

a. Increase one salary grade (approximately 2.5%): Deputy Fire Chief.

b. Any employee in the classifications listed above whose current salary falls below the new salary range shall receive a salary increase sufficient to place them at the bottom of the salary range effective the first full pay period after the City Council adopts the resolution authorizing the amendment of the MOU.

Department Heads:

7. Equity Adjustment for Department Head Employees: Effective June 26, 2022, the City shall apply an equity adjustment to adjust the top and bottom of the salary range for the classifications identified below:

a. Increase the top of the range 5.0% for the Police Chief and Fire Chief; 4.0% for Assistant City Manager/Chief Operating Officer and Assistant City Manager/Community Development Director; 3.0% for Community Services Director, Finance and Administrative Services Director, Human Resources Director, Information Technology Director/Chief Information Officer, Library Director, and Public Works Director.

b. Adjust the bottom of the department head ranges to twenty percent (20%) below the standard salary for each department head classification following application of the COLA and equity adjustments outlined herein.

c. Any employee in the classifications listed above whose current salary falls below the new salary range shall receive a salary increase sufficient to place them at the bottom of the salary range effective the first full pay period after the City Council adopts the resolution authorizing the amendment of the agreement.

Hourly Employees:

8. Equity Adjustment for Hourly Employees: Effective June 26, 2022, the City shall apply an equity adjustment to adjust the salary range for the classifications identified in the hourly salary plan to match the corresponding positions in the regular salary plan as follows:

a. Account Clerk I, Account Clerk II, Accounting Technician, Assistant Engineer, Assistant Planner, Associate Engineer, Associate Planner, Junior Engineer, Office Assistant II (title change to Office Assistant), Office Assistant III (and title change to Administrative Assistant), Planning Manager, Principal Civil Engineer, Principal Planner, Senior Civil Engineer, Senior Planner, Skilled Trades I, Skilled Trades II, Skilled Trades III, Traffic Engineer and Transportation Planner.

b. Any employee in the classifications listed above whose current salary falls below the new salary range shall receive a salary increase sufficient to place them at the bottom of the salary range effective the first full pay period after the City Council adopts the resolution authorizing the amendment of the agreement.
