

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2019

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO MODIFY COMPENSATION FOR UNREPRESENTED CONFIDENTIAL EMPLOYEES, FIRE MANAGERS, POLICE MANAGERS, DEPARTMENT HEADS AND HOURLY EMPLOYEES, FOR THE PERIOD OF JULY 1, 2019 THROUGH JUNE 30, 2020, AND REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, on June 13, 2017 and June 27, 2017, the City Council of the City of Mountain View adopted resolutions for compensation for unrepresented employees for the period of July 1, 2017 to June 30, 2020; and

WHEREAS, an agreement to amend the terms for the third year of the agreement has been negotiated; and

WHEREAS, the provisions in the June 13, 2017 and June 27, 2017 resolutions that are being modified are summarized herein; and

WHEREAS, the salary plan will be amended to reflect changes in compensation authorized by the City Council pursuant to this Resolution;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View approves the following compensation for unrepresented employees for July 1, 2019 through June 30, 2020 as follows:

Unrepresented Confidential Employees and Miscellaneous Department Heads

1. Effective the first pay period ending in July 2019, the salary plan shall be amended to increase the salary ranges of all unrepresented Confidential employees and miscellaneous Department Heads by a ~~one percent (1.0%)~~ three percent (3.0%) COLA.

Unrepresented Police Managers and Police Chief

1. COLA: Effective the first pay period ending in July 2019, the salary plan shall be amended to increase the salary ranges of all Unrepresented Police Managers and the Police Chief by ~~four percent five and one-half percent (5.5%)~~, of which ~~two percent (2.0%)~~ three and one-half percent (3.5%) is a COLA and two percent (2.0%) is an

equity adjustment in consideration of recruitment and retention challenges in the regional police labor market.

2. *One-Time Leave Hours:* Effective the first pay period ending in July 2019, Police Managers and the Police Chief who are City employees on July 1, 2019 will receive a one-time contribution of twenty-one (21) hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2 of 2020, or any balance will be cashed out with the Pay Period 2 Payroll.

Unrepresented Fire Managers and Fire Chief

1. Effective the first pay period ending in July 2019, the salary plan shall be amended to increase the salary ranges of all classifications of Unrepresented Fire Managers and Fire Chief by a ~~one percent~~ three percent (3%) COLA.

Hourly Salary Plan Adjustment

1. Effective the first pay period ending in July 2019, the salary plan shall be amended to increase the salary ranges for certain hourly classifications by a ~~one percent (1.0%)~~ three percent (3.0%) cost-of-living adjustment (COLA). This provision may not apply to hourly classifications already scheduled to be increased as a result of equity adjustments or the Citywide Minimum Wage Ordinance.

TS/2/RESO
030-06-25-19r-4