

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2015

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE COMPENSATION RESOLUTION FOR UNREPRESENTED HOURLY EMPLOYEES FOR JULY 1, 2015 THROUGH JUNE 30, 2017, AND TO REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, on July 10, 2012, the City Council and the City of Mountain View adopted a resolution for compensation for unrepresented hourly employees.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View hereby approves the following compensation for unrepresented hourly employees for July 1, 2015 through June 30, 2017, as follows:

1. *4.0 Percent COLA Fiscal Year 2015-16*

Effective June 21, 2015, the City shall amend the salary plan to increase the salary ranges of all hourly classifications by a 4.0 percent cost-of-living adjustment (COLA).

2. *2.0 Percent COLA Fiscal Year 2016-17*

Effective the first pay period ending in July 2016, the City shall amend the salary plan to increase the salary ranges of all hourly classifications by a 2.0 percent cost-of-living adjustment (COLA).

3. *California Public Employees' Retirement System (CalPERS) Employee Contributions*

Effective June 21, 2015, the total pension contribution by employees on the 2.0 @ 62 miscellaneous and 2.7 @ 57 sworn formulas established under the Public Employees' Pension Reform Act (PEPRA) shall be reduced by 1.0 percent compared to the total pension contribution by employees on the 2.7 @ 55 miscellaneous and 3.0 @ 50 sworn formulas. Employee-paid employer contributions and employee-paid survivor benefit contributions are intended to be ongoing contributions; notwithstanding this intention, the employee normal contribution for employees on the Miscellaneous 2.0 @ 62 or Safety 2.7 @ 57 formulas may be modified under the requirements of PEPRA. The employee contributions will be as follows.

Miscellaneous Hourly (Except Non-Sworn Police Hourly)	Employee Total Pension Contribution		
	Employee Normal Contribution	Employee Share of Employer Contribution	Total Paid by Employee
2.7 @ 55	8.00%	3.50%	11.50%
2.0 @ 62	6.25%*	4.25%	10.50%

Non-Sworn Police Hourly	Employee Contribution		
	Employee Normal Contribution	Employee Share of Employer Contribution	Total Paid by Employee
2.7 @ 55	8.0%	3.70%	11.70%
2.0 @ 62	6.25%	4.45%	10.70%

Sworn Police Hourly	Employee Contribution			
	Employee Normal Contribution	Employee Share of Employer Contribution	Survivor Benefit	Total Paid by Employee
3.0 @ 50	9.0%	6.0%	0.148%	15.148%
2.7 @ 57	11.25%	2.75%	0.148%	14.148%

MSD/KMcC/4/Reso
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