

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2017

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO  
MODIFY COMPENSATION FOR THE UNREPRESENTED POLICE MANAGERS  
AND POLICE CHIEF, FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2020,  
AND TO AMEND THE CITY'S SALARY PLAN TO REFLECT THESE  
COMPENSATION CHANGES

WHEREAS, on June 13, 2017, the City Council adopted a Resolution authorizing the City Manager or his designee to set compensation for unrepresented employees, including Police Managers and the Police Chief, for the period of July 1, 2017 through June 30, 2020; and

WHEREAS, on June 27, 2017, the City Council adopted a Resolution authorizing the City Manager or his designee to amend the Memorandum of Understanding to set compensation for the Police Officer's Association (POA) for the period of July 1, 2017 through June 30, 2020; and

WHEREAS, the regional police labor market is experiencing recruitment and retention challenges resulting in equity adjustments for the sworn POA members; and

WHEREAS, the salaries of the unrepresented Police Managers and Police Chief are aligned with the salaries of the sworn POA members; and

WHEREAS, the City Council desires to retain this salary alignment; and

WHEREAS, in the June 13, 2017 Resolution setting compensation for unrepresented employees, a term related to a change in the vacation cash out procedure required for all employees was inadvertently omitted for unrepresented Police Managers;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View amends the salary plan by approving the following compensation for unrepresented Police Managers and the Police Chief for July 1, 2017 through June 30, 2020 and also modifies the vacation cash out procedures for Police Managers:

1. 4.0 Percent COLA Fiscal Year 2017-18: Effective the first pay period ending in July 2017, the City shall amend the salary plan to increase the salary ranges for Police Managers and the Police Chief by a four percent (4.0%) cost-of-living adjustment (COLA).

2. 3.0 Percent COLA and 1.0 Percent Equity Adjustment Fiscal Year 2018-19: Effective the first pay period ending in July 2018, the City shall amend the salary plan to increase the salary ranges for Police Managers and the Police Chief by four percent (4.0%), of which three percent (3.0%) is a COLA and one percent (1.0%) is an equity adjustment in consideration of recruitment and retention challenges in the regional police labor market.
3. 2.0 Percent COLA and 2.0 Percent Equity Adjustment Fiscal Year 2019-20: Effective the first pay period ending in July 2019, the City shall amend the salary plan to increase the salary ranges for Police Managers and the Police Chief by four percent (4.0%), of which two percent (2.0%) 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.
4. One-Time Leave Hours: Effective the first pay period ending in July 2017, Police Managers and the Police Chief who are City employees on July 1, 2017, will receive a one-time contribution of thirty-one (31) hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2018, or any balance will be cashed out with the Pay Period 2 payroll.
5. Vacation Cash Out: Effective July 1, 2017, Police Managers are eligible to file an irrevocable election, in December of each year, to cash out vacation accrued in the payroll calendar year following the cash out election in accordance with IRS regulations and procedures set forth by the Finance and Administrative Services Department. For employees electing to cash out over forty (40) hours of vacation, the employee must have used a minimum of forty (40) hours vacation in the full payroll calendar year and have a minimum balance of eighty (80) hours as of the last full pay period in the payroll calendar year of the cash out election.

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