

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2020

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HER DESIGNEE TO MODIFY COMPENSATION FOR UNREPRESENTED CONFIDENTIAL EMPLOYEES, FIRE MANAGERS, POLICE MANAGERS, DEPARTMENT HEADS, COUNCIL APPOINTEES, AND HOURLY EMPLOYEES, FOR THE PERIOD OF JULY 1, 2020 THROUGH JUNE 30, 2021

WHEREAS, on June 25, 2019, the City Council of the City of Mountain View adopted a resolution for compensation for unrepresented employees for the period of July 1, 2019 to June 30, 2020.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that it hereby amends or approves the following compensation for unrepresented employees for July 1, 2020 through June 30, 2021, as follows:

Common Provisions for Unrepresented Confidential Employees and Unrepresented Miscellaneous Department Heads and Council Appointees

1. *Term:* One-year compensation package beginning on July 1, 2020 and ending on June 30, 2021.

2. *3 Percent Cost-of-Living Adjustment, Fiscal Year 2020-21:* Effective June 28, 2020, the City shall amend the salary plan to increase the salary ranges of all Unrepresented Confidential employees, and Unrepresented Miscellaneous Department Heads by a 3 percent COLA. *This provision will not apply to Council Appointees.* All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

3. *One-Time Leave Hours:* Members who are City employees during the first full pay period, including June 28, 2020, will receive an additional one-time contribution of 21 hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2021, or any balance will be cashed out with the Pay Period 2 payroll. *This provision will not apply to Council Appointees.*

4. *California Public Employees' Retirement System Miscellaneous Employee Contributions:* As approved by City Council on June 23, 2015, the total employee contribution by the Public Employees' Pension Reform Act (PEPRA) members is 1

percent less than the total employee contribution made by classic members, which is currently 10.5 percent for miscellaneous PEPRA members in these groups. Effective the later of the pay period including July 1, 2020, or upon the California Public Employees' Retirement System (CalPERS) completion of the contract amendment process, the total pension contribution by employees on the 2 percent at 62 miscellaneous retirement formula established under the PEPRA shall be reduced by 0.75 percent to maintain the current total employee contribution of 10.5 percent in response to the increased CalPERS normal contribution for Fiscal Year 2020-21.

	PEPRA Miscellaneous Employee Contribution (excluding NPOA)		
	Employee Normal Contribution	Employee Share of Employer Contribution	Total Paid by Employee
Current	6.25%	4.25%	10.50%
Fiscal Year 2020-21	7.00%	3.50%	10.50%

Common Provisions for Unrepresented Safety Employees: Fire Managers, Police Managers, Fire Chief, and Police Chief

1. *Term:* One-year compensation package beginning on July 1, 2020 and ending on June 30, 2021.

2. *4 Percent COLA, Fiscal Year 2020-21:* Effective June 28, 2020, the City shall amend the salary plan to increase the salary ranges of Unrepresented Police Managers, Unrepresented Fire Managers, the Unrepresented Fire Chief, and the Unrepresented Police Chief by a 4 percent COLA. All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

3. *One-Time Leave Hours:* Members who are City employees during the first full pay period, including June 28, 2020, will receive an additional one-time contribution of leave time (prorated for regular part-time employees) as follows: 59 hours for unrepresented Fire Managers on a shifted schedule or 42 hours for all other employees on a 40-hour schedule. This leave must be used by Pay Period 2, 2021, or it will be cashed out with the Pay Period 2 payroll.

Common Provisions for all Department Heads and Council Appointees

1. *Cell Phone Allowance:* Effective the first pay period ending in July 2020 increase the cell phone allowance to \$50 per month. *This provision will not apply to Council Appointees.*

2. *Management Leave:* Effective the first pay period ending in July 2020, increase management leave provided for full-time Department Heads by 24 hours, which shall be administered in accordance with procedures set forth by the Finance and Administrative Services Department and in accordance with IRS regulations.

Hourly Employee Compensation

1. *3 Percent COLA, Fiscal Year 2020-21:* Effective June 28, 2020, the City shall increase the salary ranges for certain hourly classifications by 3 percent COLA. All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

2. *4 Percent COLA, Fiscal Year 2020-21:* Effective June 28, 2020, the City shall increase the salary ranges for certain hourly classifications tied to sworn safety positions by a 4 percent COLA. All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

3. *Employee Cost Share for PEPRAs Employees:* For PEPRAs miscellaneous employees on the 2 percent at 62 retirement formula and sworn employees on the 2.7 percent at 57 retirement formula, the additional deductions for Employee Share of Employer Contribution will not be applied to any income in excess of the limits set forth in California Government Code Section 7522.10(c).

4. *CalPERS Miscellaneous Hourly Employee Contributions:* As approved by City Council on June 23, 2015, the total employee contribution by PEPRAs members is 1 percent less than the total employee contribution made by classic members, which is currently 10.5 percent for miscellaneous PEPRAs members in these groups. Effective the later of the pay period, including July 1, 2020, or upon CalPERS completion of the contract amendment process, the total pension contribution by employees on the 2 percent at 62 miscellaneous retirement formula established under the PEPRAs shall be reduced by 0.75 percent to maintain the current total employee contribution of 10.5 percent in response to the increased CalPERS normal contribution for Fiscal Year 2020-21.

	PEPRA Miscellaneous Employee Contribution (Hourly Employees in CalPERS)		
	Employee Normal Contribution	Employee Share of Employer Contribution	Total Paid by Employee
Current	6.25%	4.25%	10.50%
Fiscal Year 2020-21	7.00%	3.50%	10.50%

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