

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2024

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, AND COUNCIL APPOINTEES
FOR THE PERIOD OF JULY 1, 2024 THROUGH JUNE 30, 2027,
AND REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, on June 28, 2022, the City Council of the City of Mountain View adopted a resolution for compensation for unrepresented employees for the period of July 1, 2022 to June 30, 2024; and

WHEREAS, 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; now, therefore, be it,

RESOLVED: that the City Council of the City of Mountain View hereby amends or approves the following compensation for unrepresented employees for July 1, 2024 through June 30, 2027, as follows:

Common Provisions for All Unrepresented Groups

1. **Term:** Three-year compensation packages beginning July 1, 2024 and ending June 30, 2027.
2. **Deferred Compensation Auto-Enrollment:** As soon as administratively possible, all new hires and employees not currently enrolled, will be automatically enrolled in the City's deferred compensation program with a 1% contribution. Employees may opt out.
3. **Flexible Spending Account:** Effective January 1, 2025, increase the maximum amount employees may contribute to a medical Flexible Spending Account from \$2,500 to \$3,200 (or the IRS maximum, whichever is less) annually, to be administered in accordance with IRS guidelines.
4. **One-Time Deferred Compensation Employer Contributions:** Effective the first full pay period in January 2025, the City will contribute the following one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) to the deferred compensation 457(b) pre-tax account for each unrepresented member in paid status on the date of payment.

Effective the first full pay period in January 2026, the City will contribute a one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) to the deferred compensation 457(b) pre-tax account for each unrepresented member in paid status on the date of payment.

Effective the first full pay period in January 2027, the City will contribute a one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) to the deferred compensation 457(b) pre-tax account for each unrepresented member in paid status on the date of payment.

5. Holidays and Holiday-in-Lieu: Upon City Council adoption of a resolution amending City observed holidays, anticipated by January 1, 2025, the City shall observe 13 scheduled eight-hour paid holidays each calendar year, which adds Cesar Chavez Day and Juneteenth (hereinafter individually “New Holiday” or collectively “New Holidays”). In the event that a resolution adding the New Holidays to the City-wide holiday schedule has not been adopted before the date one or both of these New Holidays occur, unrepresented employees will receive one 8-hour floating holiday for the New Holiday(s) that occurred before adoption. In recognition of the addition of two holidays, eligible public safety employees in Unrepresented Fire Managers and Unrepresented Police Managers who receive holiday-in-lieu, will receive an increase to 6.5% holiday in-lieu pay effective the pay period including July 1, 2025.

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

1. 4.0% COLA, Fiscal Year 2024-25: Effective June 23, 2024, the City shall amend the salary plan to increase the salary ranges of all Unrepresented Miscellaneous Confidential by a four percent (4.0%) COLA.

2. 3.0% COLA, Fiscal Year 2025-26: Effective the beginning of the pay period, including July 1, 2025, the City shall amend the salary plan to increase the salary ranges of all Unrepresented Miscellaneous Confidential by a three percent (3.0%) COLA.

3. 3.0% COLA, Fiscal Year 2026-27: Effective the beginning of the pay period, including July 1, 2026, the City shall amend the salary plan to increase the salary ranges of all Unrepresented Miscellaneous Confidential by a three percent (3.0%) COLA.

4. Bilingual Pay: Employees who meet the criteria, as determined by the Human Resources Department, shall be entitled to receive Three Hundred Dollars (\$300) per month (\$138.46 biweekly based on 26 pay periods in one year). Approval for Department Heads is at the discretion of the City Manager. (Council Appointees excluded.)

5. Sick Leave Incentive: In 2012, Unrepresented Confidential, Department Head and Council Appointee employees agreed to reduce their sick leave incentive benefit during an economic downturn. This benefit will be restored effective the first pay period ending in July 2024, as employees who do not use sick leave for each payroll calendar quarter, shall provide eight (8) hours of vacation per quarter.

6. Retiree Medical: Reinstitute a tier vesting schedule effective July 1, 2024 for new hires in the unrepresented miscellaneous groups with the following tiers:

Years of City Service upon Retirement	City Premiums Contribution Percentage (Single Coverage)
Greater than 5 years but less than 10 years	50%
At least 10 years but less than 15 years	65%
15 or greater years	85%

Years of service must be in a benefit eligible classified, appointed or elected position (hourly, extra-help service does not qualify). Eligibility will continue to require retirement upon separation. Employees must retire from the City and CalPERS when they separate from the City to access this benefit. Credit for prior years of City service will be granted for employees who are rehired. Five consecutive years of service are required following the subsequent hire date however prior years of service will be counted toward a higher benefit tier. Implement an election period for current Unrepresented Miscellaneous employees to forfeit their Defined Contribution enrollment and opt into the defined benefit.

7. City Health Savings Account Contribution for New Enrollees in Kaiser High Deductible Health Plan (HDHP), Nonsworn Members: For miscellaneous employees who elect to participate in the HDHP, the following Health Savings Account (HSA) contribution schedule will apply for Fiscal Year (FY) 2023-24 through FY 2026-27. When an employee enrolls in a HDHP for the first time, the City will contribute 100% of the plan deductible (\$1,600 for employee-only and \$3,200 for employee plus one or more dependents) into the employee’s HSA as defined by the IRS. During one subsequent enrollment year, the City will contribute 50% of the plan deductible (\$800 for employee-only and \$1,600 for employee plus one or more dependents) into the employee’s HSA as defined by the IRS. If an employee leaves the HDHP after their first year, and later returns to the plan, the City will contribute 50% of the plan deductible into the employee’s HSA as defined by the IRS. Employees may contribute additional funds into their HSA up to the IRS annual maximums. Since HSA contribution limits are determined on a calendar/tax-year basis, a mid-year enrollment in an HSA may be subject to a prorated HSA contribution limit including a prorated City HSA contribution. Contributions in excess of the IRS limit may be subject to tax penalties. The combination of employee, employer, and third-party contributions may not exceed the annual IRS limits. The City may change the contribution to the HSA after FY 2026-27.

8. Compensatory Time Off: The annual payout of Compensatory Time Off for eligible employees will be automatically processed in the last pay period of December of each year to address constructive receipt issue.

Common Provisions for Unrepresented Fire Managers and Fire Chief

1. 4.0 Percent COLA and 1.0 Percent Equity Adjustment, Fiscal Year 2024-25: Effective June 23, 2024, the City shall amend the salary plan to increase the salary ranges of Fire Managers by five percent (5.0%), of which four percent (4.0%) is a COLA and one percent (1.0%) is an equity adjustment in consideration of maintaining appropriate differentials with represented sworn fire classifications and to promote retention and succession planning in a competitive regional fire labor market.

2. 3.0 Percent COLA and 1.0 Percent Equity Adjustment, Fiscal Year 2025-26: Effective the first pay period ending in July 2025, the City shall amend the salary plan to increase the salary ranges of Fire Managers 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 maintaining appropriate differentials with represented sworn fire classifications and to promote retention and succession planning in a competitive regional fire labor market.

3. 3.0 Percent COLA and 1.0 Percent Equity Adjustment, Fiscal Year 2026-27: Effective the first pay period ending in July 2026, the City shall amend the salary plan to increase the salary ranges of Fire Managers 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 maintaining appropriate differentials with represented sworn fire classifications and to promote retention and succession planning in a competitive regional fire labor market.

4. Bilingual Pay: Employees who meet the criteria for Level 2 (fluent), as determined by the Human Resources Department, shall be entitled to receive Three Hundred Dollars (\$300) per month (\$138.46 biweekly based on 26 pay periods in one year). Approval for Department Heads is at the discretion of the City Manager.

5. Enhanced Dental: Effective January 1, 2025, the dental plan design will be changed for Unrepresented Fire Managers and Fire Chief to increase both the annual plan maximum (non-orthodontia) and lifetime plan maximum (orthodontia) by Five Hundred Dollars (\$500) per insured person.

6. City Contribution to Flexible Spending Account (FSA): Effective January 1, 2025, the City will discontinue the City's One Hundred Fifty Dollars (\$150) annual contribution to each employee's medical FSA in exchange for providing the enhanced dental benefit effective January 1, 2025.

7. Sick Leave Incentive: In 2012, Unrepresented Fire Managers and Department Head employees agreed to reduce their sick leave incentive benefit during an economic downturn. This benefit will be restored effective the first pay period ending in July 2024, as employees who do not use sick leave for each payroll calendar quarter, shall provide eight (8) hours of vacation per quarter.

Additional Provisions for Fire Managers

Career Development Program Payments: Effective June 23, 2024, increase the flat amount career development level payments which have not been adjusted since 2015, as follows:

- Level 1: Increase from \$400 to \$450 per month
- Level 2: Increase from \$475 to \$525 per month
- Level 3: Increase from \$600 to \$625 per month

Common Provisions for Unrepresented Police Managers and Police Chief

1. **4.0 Percent COLA and 1.0 Percent Equity Adjustment Fiscal Year 2024-25:** Effective June 23, 2024, the City shall amend the salary plan to increase the salary ranges of Police Managers by five percent (5.0%), of which four percent (4.0%) is a COLA and one percent (1.0%) is an equity adjustment in consideration of maintaining appropriate differentials with represented sworn police classifications and to promote retention and succession planning in a competitive regional sworn law enforcement labor market.

2. **3.0 Percent COLA and 1.0 Percent Equity Adjustment Fiscal Year 2025-26:** Effective the first pay period ending in July 2025, the City shall amend the salary plan to increase the salary of Police Managers 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 maintaining appropriate differentials with represented sworn police classifications and to promote retention and succession planning in a competitive regional sworn law enforcement labor market.

3. **3.0 Percent COLA and 1.0 Percent Equity Adjustment Fiscal Year 2026-27:** Effective the first pay period ending in July 2026, the City shall amend the salary plan to increase the salary ranges of Police Managers 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 maintaining appropriate differentials with represented sworn police classifications and to promote retention and succession planning in a competitive regional sworn law enforcement labor market.

4. **Employee Cost Share Modification for Unrepresented Police Managers and Police Chief:** In 2012, Unrepresented Police Managers agreed to a concession of 0.65% in addition to their existing cost share amount during an economic downturn. This additional cost share is in excess of all other safety employee cost shares and will be discontinued. As soon as administratively practicable with CalPERS, the City will initiate a contract amendment to reduce the cost share by 0.65% Unrepresented Police Managers and Police Chief in all retirement formulas.

5. **Bilingual Pay:** Employees who meet the criteria, as determined by the Human Resources Department, shall be entitled to receive Three Hundred Dollars (\$300) per month (\$138.46 biweekly based on 26 pay periods in one year) Approval for Department Heads is at the discretion of the City Manager.

6. Enhanced Dental: Effective January 1, 2025, the dental plan design will be changed for Unrepresented Police Managers and Police Chief in to increase both the annual plan maximum (non-orthodontia) and lifetime plan maximum (orthodontia) by Five Hundred Dollars (\$500) per insured person.

7. City Contribution to Flexible Spending Account (FSA): Effective January 1, 2025, the City will discontinue the City's One Hundred Fifty Dollars (\$150) annual contribution to each employee's medical FSA in exchange for providing the enhanced dental benefit effective January 1, 2025.

Additional Provisions for Police Managers

1. Career Incentive Program Payments: Effective June 23, 2024, increase the flat amount career incentive level payments which have not been adjusted since 2007, as follows:

- Level 1: Increase from \$490 to \$600 per month
- Level 2: Increase from \$640 to \$725 per month
- Level 3: Increase from \$785 to \$850 per month

2. Reimbursed Additional Shifts: Effective as soon as administratively possible, Unrepresented Police Managers assigned by the department to work a for-profit entity event outside of their regular schedule and for which their time is reimbursed by the for-profit entity, will be paid double their base hourly rate.

Additional Provisions for Police Chief

Sick Leave Incentive: In 2012, Unrepresented Department Head employees agreed to reduce their sick leave incentive benefit during an economic downturn. This benefit will be restored to the Police Chief effective the first pay period ending in July 2024, as employees who do not use sick leave for each payroll calendar quarter, shall provide eight hours of vacation per quarter.

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