

RESOLUTION 2012-26

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES, HOURS AND WORKING CONDITIONS
FOR THE MID-MANAGEMENT/PROFESSIONAL EMPLOYEES GROUP
EFFECTIVE OCTOBER 1, 2012**

WHEREAS, on May 29, 2011, the City Council approved Resolution 2001-40 concerning the Memorandum of Understanding between the City of Brisbane and the Mid-Management/Professional Employees Group; and

WHEREAS, on July 17, 2006, the City Council approved Resolution 2006-38 amending the Memorandum of Understanding between the City of Brisbane and the Mid-Management/Professional Employees Group; and

WHEREAS, the City of Brisbane and the Mid-Management/Professional Employees Group have since met and conferred in accordance with the requirements of the Meyers-Millias-Brown Act; and

WHEREAS, the City of Brisbane and the Mid-Management/Professional Employees Group have reached an agreement regarding revising current wages, hours and working conditions;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane as follows

1. The letter of understanding dated September 25, 2012 as set forth in Exhibit A is ratified and approved in all respects.
2. The City Manager is hereby authorized and directed to execute such letter of understanding, effective October 1, 2012.

CLIFF LENTZ
Mayor

I hereby certify that the foregoing Resolution No. 2012-26 was duly and regularly adopted at a regular meeting of the Brisbane City Council on October 1, 2012, by the following vote:

AYES:

NOES:
ABSENT:

SHERI MARIE SPEDIACCI
City Clerk



CITY OF BRISBANE

50 Park Place
Brisbane, California 94005-1310
(415) 508-2100
Fax (415) 467-4989

Mid-Management/Professional Employees Group
50 Park Place
Brisbane, CA 94005

The City of Brisbane and the Mid-Management/Professional Employees Group hereby agree to extend the term of the Memorandum of Understanding ("MOU") that expired June 30, 2011 to December 31, 2013. In recognition of AB 340 and the Affordable Care Act, the parties further agree to commence meet and confer over a successor MOU on or about March 1, 2013.

This side letter also will confirm the following items regarding the MOU for the time periods set forth below:

1. The salaries for the classifications in the bargaining unit covered by the MOU will be reduced by one percent for the time period of January 1, 2013 to and expiring December 31, 2013.

2. The City's contribution toward the Flexible Compensation Plan for the time period of January 1, 2013 to and expiring December 31, 2013 will be set at the following amounts.

No Plan	\$487.39
Single party	\$596.10
Two party	\$1,307.20
Family	\$1,733.86

The City shall contribute \$115.00 per month for the medical insurance premiums for active and retired employees. Health benefits will be offered through the PERS Health Benefits program.

If the foregoing is in accordance with your understanding, please so indicate by signing below.

MID-MANAGEMENT/PROFESSIONAL
EMPLOYEES GROUP

Dated 9-25-2012

By [Signature]
Steve Beaty

By [Signature]
Matthew Fabry

CITY OF BRISBANE

By [Signature]
Clayton Holstine
City Manager

By [Signature]
Stuart Schillinger
Administrative Services Director

By [Signature]
Maria Saguisag-Sid
Senior Management Analyst



Effective Date: 10/1/2012

CITY OF BRISBANE
Mid-Management/Professional

Appendix A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Assistant Director of Peninsula Television/Office Manager	Monthly	5,236.05	5,497.85	5,772.74	6,061.38	6,364.45
	Bi-weekly	2,416.64	2,537.47	2,664.34	2,797.56	2,937.44
	Hourly	30.21	31.72	33.30	34.97	36.72
Associate Civil Engineer	Monthly	6,711.27	7,046.83	7,399.17	7,769.13	8,157.59
	Bi-weekly	3,097.51	3,252.38	3,415.00	3,585.75	3,765.04
	Hourly	38.72	40.65	42.69	44.82	47.06
Financial Services Manager	Monthly	7,657.76	8,040.65	8,442.68	8,864.81	9,308.05
	Bi-weekly	3,534.35	3,711.07	3,896.62	4,091.45	4,296.02
	Hourly	44.18	46.39	48.71	51.14	53.70
Information Technology & Systems Administrator	Monthly	6,751.06	7,088.61	7,443.04	7,815.19	8,205.95
	Bi-weekly	3,115.87	3,271.67	3,435.25	3,607.01	3,787.36
	Hourly	38.95	40.90	42.94	45.09	47.34
Principal Planner	Monthly	8,344.59	8,761.82	9,199.91	9,659.91	10,142.91
	Bi-weekly	3,851.35	4,043.92	4,246.11	4,458.42	4,681.34
	Hourly	48.14	50.55	53.08	55.73	58.52
Public Works Superintendent	Monthly	8,213.72	8,624.41	9,055.63	9,508.41	9,983.83
	Bi-Weekly	3,790.95	3,980.50	4,179.52	4,388.50	4,607.92
	Hourly	47.39	49.76	52.24	54.86	57.60
Public Works Supervisor	Monthly	6,277.81	6,591.70	6,921.29	7,267.35	7,630.72
	Bi-Weekly	2,897.45	3,042.32	3,194.44	3,354.16	3,521.87
	Hourly	36.22	38.03	39.93	41.93	44.02
Public Works Team Leader	Monthly	5,695.44	5,995.20	6,310.73	6,642.88	6,992.50
	Bi-Weekly	2,628.66	2,767.01	2,912.65	3,065.94	3,227.31
	Hourly	32.86	34.59	36.41	38.32	40.34
Recreation Supervisor	Monthly	5,708.24	5,993.65	6,293.33	6,608.00	6,938.40
	Bi-weekly	2,634.57	2,766.30	2,904.61	3,049.85	3,202.34
	Hourly	32.93	34.58	36.31	38.12	40.03
Senior Civil Engineer	Monthly	8,254.55	8,667.28	9,100.64	9,555.67	10,033.45
	Bi-weekly	3,809.79	4,000.28	4,200.30	4,410.31	4,630.82
	Hourly	47.62	50.00	52.50	55.13	57.89
Senior Planner	Monthly	7,057.83	7,410.72	7,781.26	8,170.32	8,578.84
	Bi-weekly	3,257.46	3,420.33	3,591.35	3,770.92	3,959.46
	Hourly	40.72	42.75	44.89	47.14	49.49

Effective Date: 01/01/2013

1.0% Decrease

CITY OF BRISBANE

Mid-Management/Professional

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Assistant Director of Peninsula Television/Office Manager	Monthly	5,184.21	5,443.42	5,715.58	6,001.37	6,301.44
	Bi-weekly	2,392.71	2,512.35	2,637.96	2,769.86	2,908.36
	Hourly	29.91	31.41	32.97	34.62	36.36
Associate Civil Engineer	Monthly	6,644.82	6,977.06	7,325.91	7,692.21	8,076.82
	Bi-weekly	3,066.84	3,220.18	3,381.19	3,550.25	3,727.76
	Hourly	38.34	40.25	42.27	44.38	46.59
Financial Services Manager	Monthly	7,581.94	7,961.04	8,359.09	8,777.04	9,215.89
	Bi-weekly	3,499.36	3,674.33	3,858.04	4,050.94	4,253.49
	Hourly	43.74	45.93	48.23	50.63	53.17
Information Technology & Systems Administrator	Monthly	6,684.22	7,018.43	7,369.35	7,737.81	8,124.70
	Bi-weekly	3,085.02	3,239.28	3,401.24	3,571.30	3,749.86
	Hourly	38.56	40.50	42.51	44.64	46.87
Principal Planner	Monthly	8,261.97	8,675.07	9,108.82	9,564.27	10,042.49
	Bi-weekly	3,813.22	4,003.88	4,204.07	4,414.28	4,634.99
	Hourly	47.66	50.05	52.55	55.18	57.94
Public Works Superintendent	Monthly	8,132.40	8,539.02	8,965.97	9,414.27	9,884.98
	Bi-Weekly	3,753.42	3,941.09	4,138.14	4,345.05	4,562.30
	Hourly	46.92	49.27	51.72	54.32	57.03
Public Works Supervisor	Monthly	6,215.65	6,526.44	6,852.76	7,195.40	7,555.17
	Bi-Weekly	2,868.76	3,012.20	3,162.81	3,320.95	3,487.00
	Hourly	35.86	37.65	39.53	41.51	43.58
Public Works Team Leader	Monthly	5,639.05	5,935.84	6,248.25	6,577.11	6,923.27
	Bi-Weekly	2,602.64	2,739.62	2,883.81	3,035.59	3,195.36
	Hourly	32.53	34.25	36.05	37.94	39.94
Recreation Supervisor	Monthly	5,651.72	5,934.31	6,231.02	6,542.57	6,869.70
	Bi-weekly	2,608.49	2,738.91	2,875.85	3,019.65	3,170.63
	Hourly	32.60	34.24	35.95	37.74	39.63
Senior Civil Engineer	Monthly	8,172.82	8,581.47	9,010.53	9,461.06	9,934.11
	Bi-weekly	3,772.07	3,960.67	4,158.71	4,366.64	4,584.97
	Hourly	47.15	49.50	51.98	54.58	57.32
Senior Planner	Monthly	6,987.95	7,337.35	7,704.22	8,089.43	8,493.90
	Bi-weekly	3,225.21	3,386.47	3,555.79	3,733.58	3,920.26
	Hourly	40.32	42.33	44.45	46.67	49.00