

**RESOLUTION 2012-27**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
CONCERNING WAGES, HOURS AND WORKING CONDITIONS  
FOR THE CONFIDENTIAL EMPLOYEES GROUP  
EFFECTIVE OCTOBER 1, 2012**

**WHEREAS**, on May 18, 2001, the City Council approved Resolution 2001-28 concerning the Memorandum of Understanding between the City of Brisbane and the Confidential Employees Group; and

**WHEREAS**, on July 17, 2006, the City Council approved Resolution 2006-39 amending the Memorandum of Understanding between the City of Brisbane and the Confidential Employees Group; and

**WHEREAS**, the City of Brisbane and the Confidential 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 Confidential 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.

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CLIFF LENTZ  
Mayor

I hereby certify that the foregoing Resolution No. 2012-27 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:

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SHERI MARIE SPEDIACCI  
City Clerk



**CITY OF BRISBANL**

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

**EXHIBIT A**

**Confidential Employees Group**  
50 Park Place  
Brisbane, CA 94005

The City of Brisbane and the Confidential 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.

**CONFIDENTIAL EMPLOYEES GROUP**

**CITY OF BRISBANE**

Dated 9-25-2012

By   
Clayton Holstine  
City Manager

By   
Wendy Ricks

By   
Stuart Schillinger  
Administrative Services Director

By   
Maria Saguisag-Sid



Effective Date: 10/1/2012

CITY OF BRISBANE  
Confidential Employees Group

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>
Administrative	Monthly	5,489.86	5,764.35	6,052.57	6,355.20	6,672.96
Management Analyst	Bi-Weekly	2,533.78	2,660.47	2,793.49	2,933.17	3,079.83
	Hourly	31.67	33.26	34.92	36.66	38.50
Deputy City Clerk/ Executive Assistant	Monthly	5,167.99	5,426.39	5,697.71	5,982.60	6,281.73
	Bi-weekly	2,385.23	2,504.49	2,629.71	2,761.20	2,899.26
	Hourly	29.82	31.31	32.87	34.52	36.24
Senior Human Resources Analyst	Monthly	6,133.33	6,440.00	6,762.00	7,100.10	7,455.11
	Bi-weekly	2,830.77	2,972.31	3,120.92	3,276.97	3,440.82
	Hourly	35.38	37.15	39.01	40.96	43.01

Effective Date: 1/1/2013

1.0% Decrease

CITY OF BRISBANE

Confidential Employees Group

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>
Administrative	Monthly	5,435.50	5,707.28	5,992.64	6,292.28	6,606.89
Management Analyst	Bi-Weekly	2,508.69	2,634.13	2,765.83	2,904.13	3,049.34
	Hourly	31.36	32.93	34.57	36.30	38.12
Deputy City Clerk/ Executive Assistant	Monthly	5,116.82	5,372.66	5,641.30	5,923.37	6,219.53
	Bi-weekly	2,361.61	2,479.69	2,603.67	2,733.86	2,870.55
	Hourly	29.52	31.00	32.54	34.18	35.88
Senior Human Resources Analyst	Monthly	6,072.60	6,376.24	6,695.05	7,029.80	7,381.30
	Bi-weekly	2,802.74	2,942.88	3,090.02	3,244.52	3,406.75
	Hourly	35.03	36.78	38.62	40.55	42.58