

**RESOLUTION 2012-30**

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

**WHEREAS**, on December 1, 2003, the City Council approved Resolution 2003-50 concerning the Memorandum of Understanding between the City of Brisbane and the Confidential Management Employees Group; and

**WHEREAS**, on July 17, 2006, the City Council approved Resolution 2006-40 amending the Memorandum of Understanding between the City of Brisbane and the Confidential Management Employees Group; and

**WHEREAS**, the City of Brisbane and the Confidential Management 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 Management 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 27, 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. 2012-30 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

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

The City of Brisbane and the Confidential Management Employees Group hereby agree to extend the term of the Memorandum of Understanding ("MOU") that expired on 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 two percent for the time period of January 1, 2013 through December 31, 2013.
2. The City's contribution toward the Flexible Compensation Plan for the time period of January 1, 2013 through 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.

3. The employees in this group waive their right to floating holidays for the time period of January 1, 2013 through December 31, 2013.
4. Effective October 2, 2012, Section 11 and 13 related to vacation and sick leave are permanently eliminated from the MOU. Employees with any accumulated sick leave time up to this date will be retained for the purposes earned previously. A new section titled Personal Leave will be added which states:

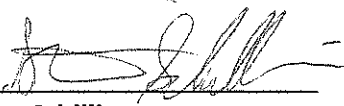
Employees shall be granted Personal Leave which will be equivalent to the amount of vacation hours and sick leave hours provided to the Executive Management Group. Previous accumulated vacation time will be converted to Personal Leave. There shall not be a maximum number of hours accumulated within the Personal Leave account.

5. The employees in this group waive their right to Administrative Leave for the time period of January 1, 2013, through December 31, 2013.

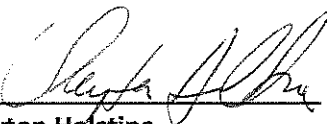
If the foregoing is in accordance with your understanding, please so indicate by signing below.

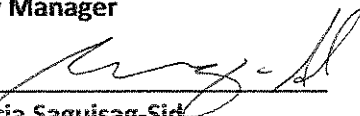
**CONFIDENTIAL MANAGEMENT  
EMPLOYEES GROUP**

Dated 2/27/2012

By   
Stuart Schillinger

**CITY OF BRISBANE**

By   
Clayton Holstine  
City Manager

By   
Maria Saguisag-Sid  
Senior Management Analyst

Effective Date: 10/01/2012

CITY OF BRISBANE  
Confidential Management 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 Services    | Monthly   | 11,638.69     | 12,220.62     | 12,831.65     | 13,473.23     | 14,146.89     |
| Director                   | Bi-Weekly | 5,371.70      | 5,640.29      | 5,922.30      | 6,218.41      | 6,529.33      |
|                            | Hourly    | 67.15         | 70.50         | 74.03         | 77.73         | 81.62         |
| Finance Director           | Monthly   | 11,139.04     | 11,696.00     | 12,280.80     | 12,894.84     | 13,539.58     |
|                            | Bi-Weekly | 5,141.10      | 5,398.15      | 5,668.06      | 5,951.46      | 6,249.04      |
|                            | Hourly    | 64.26         | 67.48         | 70.85         | 74.39         | 78.11         |
| Special Council            | Hourly    | 146.98        |               |               |               |               |
| Major Development Projects |           |               |               |               |               |               |

Effective Date: 01/01/2013  
2.0% Decrease

CITY OF BRISBANE  
Confidential Management 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 Services    | Monthly   | 11,410.48     | 11,981.00     | 12,580.05     | 13,209.05     | 13,869.50     |
| Director                   | Bi-Weekly | 5,266.37      | 5,529.70      | 5,806.18      | 6,096.48      | 6,401.30      |
|                            | Hourly    | 65.83         | 69.12         | 72.58         | 76.21         | 80.02         |
| Finance Director           | Monthly   | 10,920.63     | 11,466.67     | 12,040.00     | 12,642.00     | 13,274.10     |
|                            | Bi-Weekly | 5,040.29      | 5,292.30      | 5,556.92      | 5,834.76      | 6,126.51      |
|                            | Hourly    | 63.00         | 66.16         | 69.46         | 72.93         | 76.58         |
| Special Council            | Hourly    | 144.10        |               |               |               |               |
| Major Development Projects |           |               |               |               |               |               |