

RESOLUTION 2012-31

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

WHEREAS, on April 23, 2001, the City Council approved Resolution 2001-24 concerning the Memorandum of Understanding between the City of Brisbane and the Executive Management Employees Group; and

WHEREAS, on July 17, 2006, the City Council approved Resolution 2006-41 amending the Memorandum of Understanding between the City of Brisbane and the Executive Management Employees Group; and

WHEREAS, the City of Brisbane and the Executive 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 Executive 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 26, 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. 2012-31 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

EXHIBIT A

Executive Management Employees Group
50 Park Place
Brisbane, CA 94005

The City of Brisbane and the Executive 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.

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

**EXECUTIVE MANAGEMENT
EMPLOYEES GROUP**

Dated 9/26/12

By Randy Breault
Randy Breault

CITY OF BRISBANE

By Clayton L. Holstine
Clayton Holstine
City Manager

By Stuart Schillinger
Stuart Schillinger
Administrative Services Director

By Maria Saguisag-Sid
Maria Saguisag-Sid
Senior Management Analyst



Effective Date: 10/01/2012

CITY OF BRISBANE
Executive 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>
Assistant to the City Manager	Monthly	8,918.63	9,364.56	9,832.79	10,324.43	10,840.65
	Bi-weekly	4,116.29	4,322.10	4,538.21	4,765.12	5,003.38
	Hourly	51.45	54.03	56.73	59.56	62.54
City Clerk	Monthly	6,972.68	7,321.31	7,687.38	8,071.75	8,475.34
	Bi-weekly	3,218.16	3,379.07	3,548.02	3,725.42	3,911.70
	Hourly	40.23	42.24	44.35	46.57	48.90
Community Development Director	Monthly	11,255.55	11,818.33	12,409.25	13,029.71	13,681.20
	Bi-weekly	5,194.87	5,454.61	5,727.35	6,013.71	6,314.40
	Hourly	64.94	68.18	71.59	75.17	78.93
Harbormaster	Monthly	6,175.04	6,483.79	6,807.98	7,148.38	7,505.80
	Bi-weekly	2,850.02	2,992.52	3,142.14	3,299.25	3,464.22
	Hourly	35.63	37.41	39.28	41.24	43.30
Marina Services Director	Monthly	6,982.77	7,331.91	7,698.51	8,083.44	8,487.61
	Bi-weekly	3,222.82	3,383.96	3,553.16	3,730.82	3,917.36
	Hourly	40.29	42.30	44.41	46.64	48.97
Director of Marina and Aquatic Services	Monthly	7,471.56	7,845.14	8,237.40	8,649.27	9,081.73
	Bi-weekly	3,448.41	3,620.83	3,801.88	3,991.97	4,191.57
	Hourly	43.11	45.26	47.52	49.90	52.39
Parks & Recreation Director	Monthly	10,732.38	11,269.00	11,832.45	12,424.07	13,045.27
	Bi-weekly	4,953.41	5,201.08	5,461.13	5,734.19	6,020.89
	Hourly	61.92	65.01	68.26	71.68	75.26
Public Works Director/ City Engineer	Monthly	11,979.26	12,578.22	13,207.13	13,867.49	14,560.86
	Bi-weekly	5,528.89	5,805.33	6,095.60	6,400.38	6,720.40
	Hourly	69.11	72.57	76.19	80.00	84.00

Effective Date: 01/01/2013

2.0% Decrease

CITY OF BRISBANE

Executive 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>
Assistant to the City Manager	Monthly	8,743.75	9,180.94	9,639.99	10,121.99	10,628.09
	Bi-weekly	4,035.58	4,237.35	4,449.23	4,671.69	4,905.27
	Hourly	50.44	52.97	55.62	58.39	61.31
City Clerk	Monthly	6,835.96	7,177.75	7,536.65	7,913.48	8,309.16
	Bi-weekly	3,155.06	3,312.81	3,478.45	3,652.37	3,835.00
	Hourly	39.44	41.41	43.48	45.66	47.94
Community Development Director	Monthly	11,034.85	11,586.60	12,165.93	12,774.23	13,412.94
	Bi-weekly	5,093.01	5,347.66	5,615.05	5,895.79	6,190.59
	Hourly	63.67	66.84	70.19	73.70	77.38
Harbormaster	Monthly	6,053.96	6,356.66	6,674.49	7,008.22	7,358.63
	Bi-weekly	2,794.14	2,933.84	3,080.53	3,234.56	3,396.29
	Hourly	34.93	36.68	38.51	40.43	42.45
Marina Services Director	Monthly	6,845.85	7,188.15	7,547.56	7,924.94	8,321.19
	Bi-weekly	3,159.63	3,317.61	3,483.49	3,657.67	3,840.55
	Hourly	39.50	41.47	43.54	45.73	48.01
Director of Marina and Aquatic Services	Monthly	7,325.06	7,691.31	8,075.88	8,479.68	8,903.66
	Bi-weekly	3,380.79	3,549.83	3,727.33	3,913.70	4,109.38
	Hourly	42.26	44.37	46.59	48.92	51.36
Parks & Recreation Director	Monthly	10,521.94	11,048.04	11,600.44	12,180.46	12,789.48
	Bi-weekly	4,856.28	5,099.10	5,354.05	5,621.75	5,902.83
	Hourly	60.71	63.74	66.92	70.27	73.78
Public Works Director/ City Engineer	Monthly	11,744.37	12,331.59	12,948.17	13,595.58	14,275.35
	Bi-weekly	5,420.48	5,691.50	5,976.08	6,274.88	6,588.63
	Hourly	67.75	71.15	74.70	78.43	82.35