



## CITY COUNCIL AGENDA REPORT

**Meeting Date:** July 18, 2019

**From:** Stuart Schillinger, Deputy City Manager

**Subject:** Adoption of Resolutions to approve Tentative Agreements with the following groups: Confidential Management, Executive Management, Police Chief, Commander Confidential, Midmanagement/Professional, General, Police, and Fire. Approve pay rates and benefits contributions for Hourly employees.

### Community Goal/Result

Fiscally Prudent

### Purpose

Ensure there is a qualified, stable, and dedicated workforce for the community.

### Recommendation

Adopt Resolutions 2019-45 through 2019-53 approving Tentative Agreements concerning the wages, hours, and working conditions for the following groups Confidential Management, Executive Management, Police Chief, Commander, Confidential, Midmanagement/Professional, General, Police, and Fire. As well as the pay rates and benefits contributions for hourly employees.

### Background

In 2016, the City signed a three-year contract with all of its bargaining groups. The contract is expired on June 30, 2019. The City's negotiators met with City Council in January, April and June to discuss the parameters for a two or three-year contract with the employees of the City. The City's labor team met with all of the bargaining groups to develop the Tentative Agreements presented tonight.

### Discussion

#### Salary

The City has had a tradition of paying close to the median of a range of Peninsula cities in order to attract and retain a qualified work force. The Agreements attempt to continue this practice.

Adoption of Resolutions to approve Tentative Agreements with the following groups: Confidential Management, Executive Management, Police Chief, Commander Confidential, Midmanagement/Professional, General, Police, and Fire. Approve pay rates and benefits contributions for Hourly employees.

The cost of bringing positions back to the median in this contract is \$235,000 a year.

The agreements also call for regular cost of living increases throughout the terms of the contract. The Consumer Price Index increased by 4.5% for last calendar year. The base cost of living increase is:

2%	July 2019
2%	January 2020
2%	July 2020
2%	January 2021
2%	July 2022
2%	January 2022

The cost of the increase is 3% in the year the employees receive it and equates to a 4% at the end of the year.

Two groups have different cost of living increases

Midmanagement/Professional

3% July 2019

4% July 2020

2% July 2022

2% January 2022

Police

4% July 2019

4% July 2020

Additional changes affecting salaries are:

Fire

2% additional pay for the employee who is the CPR Trainer. The Trainer offers CPR classes for residents and businesses. Without this specialized skill, the community would be less prepared during an emergency.

Adoption of Resolutions to approve Tentative Agreements with the following groups: Confidential Management, Executive Management, Police Chief, Commander Confidential, Midmanagement/Professional, General, Police, and Fire. Approve pay rates and benefits contributions for Hourly employees.

Over the term of the contract, the Classic PERS employees will pay 1% more a year towards their PERS retirement reaching 12% in 2022. The City will increase a firefighters and captains pay by 0.5% a year, which was determined to be the equivalence of this pick-up.

\$1,250 will be provided to a firefighter in their first year to purchase a full complement of uniforms, which need to be worn by the employees. The regular uniform allowance will increase from \$500 to \$800 a year. This amount has not been increased since 2001.

#### Police

4%increase in Salary in December 2019. The contribution into the employee's Cafeteria Plan will be reduced to what the City contributes for all other employees. In the case of an Officer with a family this will be a \$500 decrease a month.

#### **Health Insurance (Cafeteria Plan)**

The City will increase its contribution to the employee's cafeteria plan by 3% a year each December and if the Kaiser rate increases by more than 6% in December of 2020 or 9% cumulatively in 2021, the City will contribute up to 3% more. However, the City will not increase its contribution by more than 12% cumulatively from December 2019 – December 2022.

#### **Holiday Schedule**

The City will close the full day before Christmas and New Year's. Currently the City is only closed for ½ day each time. Employees will have their floating holidays reduced by 8 hours to offset this change.

#### **Supplemental Stipend**

Employees in the General bargaining group who were hired prior to July 2008 and are eligible for the supplemental stipend program will have their family covered by the program similar to other bargaining groups.

#### **Compensation Time Off for Overtime**

Employees who are on Standby for the Public Works Department will receive 1.7 hours of time off for overtime worked while on standby. Currently if an employee chooses to take the overtime as pay instead of as time off there is a slightly higher than 1.5 times pay received. The amount of time allowed to be carried throughout the calendar year will be increased from 80 to 120 hours but must be brought back down to 70 hours by the end of December or the difference will be cashed out. This reduces the cost to the City of carried time off.

Adoption of Resolutions to approve Tentative Agreements with the following groups: Confidential Management, Executive Management, Police Chief, Commander Confidential, Midmanagement/Professional, General, Police, and Fire. Approve pay rates and benefits contributions for Hourly employees.

### **Wellness Benefit**

The City will reimburse employees up to \$300 a year for wellness related expenses. The specifics of this will be spelled out in a policy that will be adopted by January 2020.

### **Dental Benefit**

The City will contribute an additional \$50 a month per covered employee into its self-insured dental plan. The groups have agreed to work with the City find an alternative to the City's self-insured plan by January 2020.

### **Deferred Compensation**

For the Confidential Group only employees hired after July 1, 2008 will be able to contribute to a deferred compensation account on a dollar for dollar matching basis. It will start off as a maximum match of 3% in 2019 and increase to 5% in 2021. Currently the employees get 1.5% from the City without a match and up to 2.5% if 2.5% is contributed.

### **Fiscal Impact**

Over the three years of the contract the estimated cost of all of the changes is approximately \$2.8 million. During that time the City's revenues are anticipated to increase by more than enough to pay for these additional changes, fund the City's OPEB Trust fund with an additional \$1.5 million, and provide approximately \$500,000 for Capital Improvements or other City programs.

### **Measure of Success**

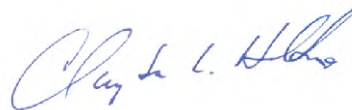
The City has a qualified, stable, dedicated work force.

### **Attachments**

1. Resolution 2019-45 through Resolution 2019-53

*Stuart Schillinger*

Stuart Schillinger, Deputy City Manager



Clay Holstine, City Manager

Adoption of Resolutions to approve Tentative Agreements with the following groups: Confidential Management, Executive Management, Police Chief, Commander Confidential, Midmanagement/Professional, General, Police, and Fire. Approve pay rates and benefits contributions for Hourly employees.

**RESOLUTION 2019 - 45**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
THE CONFIDENTIAL EMPLOYEES GROUP**

**WHEREAS**, the City of Brisbane and the Confidential Employees Group have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City of Brisbane and the Confidential Employees Group have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

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MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-45 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES:  
ABSENT:

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INGRID PADILLA  
City Clerk

<b>City of Brisbane</b>
<b>2019 Confidential Employees Group Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

- **Term**
  - 3 Years, effective July 1, 2019 to June 30, 2022
  
- **Proposals**
  - **Market Adjustments**
    - All covered positions in bargaining group will receive a 5% pay increase effective the first full pay period in July 2019
  
  - **Salary Adjustments**
    - 2% effective the first full pay period in July 2019
    - 2% effective the first full pay period in January 2020
    - 2% effective the first full pay period in July 2020
    - 2% effective the first full pay period in January 2021
    - 2% effective the first full pay period in July 2021
    - 2% effective the first full pay period in January 2022
  
  - **Health Insurance**
    - The City's contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows (these numbers are from current contributions with an additional 3%):
      - No Plan         \$622.71
      - Single party    \$765.03
      - Two party       \$1677.74
      - Family           \$2225.40
  
    - The City's contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows:
      - 3% guaranteed increase in December 2020
      - 3% guaranteed increase in December 2021
      - The overall increase in the cafeteria plan will be no more than a cumulative 12% over the three-year period. Increases above the guaranteed rates will occur if the Kaiser rate increases above the cumulative guaranteed rate.

Calendar Year	Guaranteed Increase	Amount Available based on Cumulative Kaiser Increase above Cumulative Guaranteed Increase
2020	3%	
2021	3%	3%
2022	3%	3% unless a portion used in previous year

- Supplemental Stipend
  - For employees eligible per the conditions in Article 10: Supplemental Stipend, the City will provide for an amount equal to Kaiser Health Insurance for employee, employee plus 1, or employee plus 2 depending on the level of insurance the employee has in retirement. The amount will change to the Medicare supplement once the employee or dependent is eligible for Medicare. If one covered family member is not in Medicare while another is then the employee will receive the amount in the combined plan. The benefit will continue through the life of the employee, and cease upon the employee's death. If the employee changes health care carriers the benefit will cease except in the case of PERS health care plans, an employee may change carriers as long as it the health care plan is still within the PERS umbrella.
  
- Deferred Compensation – Employer Contribution
  - For employees hired after July 1, 2008
    - July 2019 3% dollar for dollar match from dollar one
    - July 2020 4% dollar for dollar match from dollar one
    - July 2021 5% dollar for dollar match from dollar one
  
- Administrative Leave
  - For the duration of the contract, Administrative Leave as shown in Article 5 of the MOU if granted will be taken as either leave or cashed out based on the employees election done prior to December 31st of the year the leave is granted. Administrative leave for the year will be granted in second pay period of August of the year. For employees who received leave after August 2018 but prior to August of 2019 a prorated amount of leave will be granted.
  
- Dental
  - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative, plan the City, will conform to the rules of the existing plan and only pay for costs covered by the amount allocated within the plan.
  
- Wellness Benefit
  - The City will provide up to \$300 a year. The City will engage a group of employees from throughout the organization to develop a wellness reimbursement policy by January 1, 2020.
  
- Telecommute
  - The City will engage a group of employees from throughout the organization to develop telecommute and alternative work schedule policies by June 30, 2020.

- Floating Holidays and Holiday Schedule
  - City Hall will close Christmas Eve day and New Year's Eve day. This is in addition to the holidays listed in the current MOU. Employees who work in City Hall will have those days off and instead of receiving 24, will receive 16 hours of floating holiday for personal use.

This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the Confidential Employees Group membership.

**CITY OF BRISBANE**

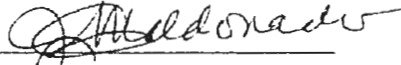
By   
Clayton Holstine  
City Manager

By   
Stuart Schillinger  
Administrative Services Director

**CONFIDENTIAL EMPLOYEES  
GROUP**

Date July 5, 2019

By   
Adrienne Etherton

By   
Jeanette Maldonado

  
Elizabeth Solis



**Effective Date: 07/18/2019**  
5% Market + 2% COLA Increase

**CITY OF BRISBANE**  
Confidential Employees Group

Exhibit A

<b><u>Job Title</u></b>		<b><u>Step A</u></b>	<b><u>Step B</u></b>	<b><u>Step C</u></b>	<b><u>Step D</u></b>	<b><u>Step E</u></b>
Administrative	Monthly	6,865.30	7,206.71	7,568.80	7,945.38	8,344.72
Management Analyst	Bi-Weekly	3,168.60	3,326.17	3,493.29	3,667.10	3,851.41
	Hourly	39.61	41.58	43.67	45.84	48.14
Deputy City Clerk/ Executive Assistant	Monthly	6,461.83	6,784.61	7,123.94	7,481.90	7,854.34
	Bi-weekly	2,982.38	3,131.36	3,287.97	3,453.18	3,625.08
	Hourly	37.28	39.14	41.10	43.16	45.31
Principal Analyst	Monthly	9,602.74	10,084.84	10,587.63	11,115.25	11,671.84
	Bi-weekly	4,432.03	4,654.54	4,886.60	5,130.12	5,387.01
	Hourly	55.40	58.18	61.08	64.13	67.34
Senior Human Resources Analyst	Monthly	7,670.19	8,052.97	8,456.45	8,878.55	9,321.34
	Bi-weekly	3,540.09	3,716.76	3,902.98	4,097.79	4,302.16
	Hourly	44.25	46.46	48.79	51.22	53.78

**RESOLUTION 2019 - 46**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
CONFIDENTIAL MANAGEMENT GROUP**

**WHEREAS**, the City of Brisbane and the Confidential Management Group have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City of Brisbane and the Confidential Management Group have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

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MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-46 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES;  
ABSENT:

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INGRID PADILLA  
City Clerk

Effective Date: 07/18/2019

2.0% Increase

CITY OF BRISBANE

Confidential Management Group

Exhibit 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	13,861.06	14,552.73	15,281.85	16,044.46	16,848.46
Director	Bi-Weekly	6,397.41	6,716.65	7,053.16	7,405.14	7,776.21
	Hourly	79.97	83.96	88.16	92.56	97.20
Finance Director	Monthly	13,265.95	13,928.06	14,625.65	15,358.70	16,123.29
	Bi-Weekly	6,122.74	6,428.34	6,750.30	7,088.63	7,441.52
	Hourly	76.53	80.35	84.38	88.61	93.02
Special Council	Hourly	175.04				
Major Development Projects						

<b>City of Brisbane</b>
<b>2019 Confidential Management Group Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

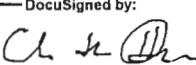
- Term
  - 3 Years, effective July 1, 2019 to June 30, 2022
  
- Proposals
  - Salary Adjustments
    - 2% effective the first full pay period in July 2019
    - 2% effective the first full pay period in January 2020
    - 2% effective the first full pay period in July 2020
    - 2% effective the first full pay period in January 2021
    - 2% effective the first full pay period in July 2021
    - 2% effective the first full pay period in January 2022
  
  - Health Insurance
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows (these numbers are from current contributions with an additional 3%):
      - No Plan           \$622.71
      - Single party   \$765.03
      - Two party       \$1677.74
      - Family           \$2225.40
  
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows:
      - 3% guaranteed increase in December 2020
      - 3% guaranteed increase in December 2021
      - The overall increase in the cafeteria plan will be no more than a cumulative 12% over the three-year period. Increases above the guaranteed rates will occur if the Kaiser rate increases above the cumulative guaranteed rate.

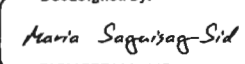
Calendar Year	Guaranteed Increase	Amount Available based on Cumulative Kaiser Increase above Cumulative Guaranteed Increase
2020	3%	
2021	3%	3%
2022	3%	3% unless a portion used in previous year

- Supplemental Stipend
  - For employees eligible per the conditions in Article 10: Supplemental Stipend, the City will provide for an amount equal to Kaiser Health Insurance for employee, employee plus 1, or employee plus 2 depending on the level of insurance the employee has in retirement. The amount will change to the Medicare supplement once the employee or dependent is eligible for Medicare. If one covered family member is not in Medicare while another is then the employee will receive the amount in the combined plan. The benefit will continue through the life of the employee, and cease upon the employee's death. If the employee changes health care carriers the benefit will cease except in the case of PERS health care plans, an employee may change carriers as long as it the health care plan is still within the PERS umbrella.
  
- Administrative Leave
  - For the duration of the contract, Administrative Leave as shown in Article 5 of the MOU if granted will be taken as either leave or cashed out based on the employees election done prior to December 31st of the year the leave is granted. Administrative leave for the year will be granted in second pay period of August of the year. For employees who received leave after August 2018 but prior to August of 2019 a prorated amount of leave will be granted.
  
- Dental
  - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount allocated within the plan.
  
- Wellness Benefit
  - The City will provide up to \$300 a year. The City will engage a group of employees from throughout the organization to develop a wellness reimbursement policy by January 1, 2020.
  
- Telecommute
  - The City will engage a group of employees from throughout the organization to develop telecommute and alternative work schedule policies by June 30, 2020.
  
- Floating Holidays and Holiday Schedule
  - City Hall will close Christmas Eve day and New Year's Eve day. This is in addition to the holidays listed in the current MOU. Employees who work in City Hall will have those days off and instead of receiving 24 hours, will receive 16 hours of floating holiday for personal use.

This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the Confidential Management Group membership.

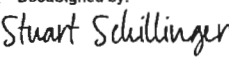
**CITY OF BRISBANE**

DocuSigned by:  
By   
3560794AD748429...  
Clayton Holstine  
City Manager

DocuSigned by:  
By   
79538FEF4C88445...  
Maria Saguisag-Sid  
Principal Analyst

**CONFIDENTIAL MANAGEMENT GROUP**

Date 7/8/2019

DocuSigned by:  
By   
A5A194500D11478...  
Stuart Schillinger

**Effective Date: 07/18/2019**  
2.0% Increase

**CITY OF BRISBANE**  
Confidential Management Group Exhibit 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	13,861.06	14,552.73	15,281.85	16,044.46	16,848.46
Director	Bi-Weekly	6,397.41	6,716.65	7,053.16	7,405.14	7,776.21
	Hourly	79.97	83.96	88.16	92.56	97.20
Finance Director	Monthly	13,265.95	13,928.06	14,625.65	15,358.70	16,123.29
	Bi-Weekly	6,122.74	6,428.34	6,750.30	7,088.63	7,441.52
	Hourly	76.53	80.35	84.38	88.61	93.02
Special Council Major Development Projects	Hourly	175.04				

**RESOLUTION 2019 - 47**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
THE EXECUTIVE MANAGEMENT GROUP**

**WHEREAS**, the City of Brisbane and the Executive Management Group have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City of Brisbane and the Executive Management Group have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

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MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-47 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES;  
ABSENT:

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INGRID PADILLA  
City Clerk



<b>City of Brisbane</b>
<b>2019 Executive Management Group Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

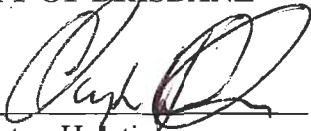
- Term
  - 3 Years, effective July 1, 2019 to June 30, 2022
  
- Proposals
  - Market Adjustments
    - The following classification adjustments effective the first full pay period in July, 2019:
      - City Clerk – 3.5%
  
  - Salary Adjustments
    - 2% effective the first full pay period in July 2019
    - 2% effective the first full pay period in January 2020
    - 2% effective the first full pay period in July 2020
    - 2% effective the first full pay period in January 2021
    - 2% effective the first full pay period in July 2021
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  - Health Insurance
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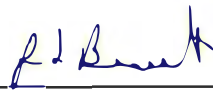
**CITY OF BRISBANE**

By   
Clayton Holstine  
City Manager

By   
Stuart Schillinger  
Administrative Services Director

**EXECUTIVE MANAGEMENT  
GROUP**

Date \_\_\_\_\_

By   
Randy Breault

Effective Date: 07/18/2019

Market Adjustment

Increase

CITY OF BRISBANE

Executive Management Group

Exhibit 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	10,413.16	10,932.86	11,481.53	12,053.38	12,658.08
	Bi-weekly	4,806.08	5,045.93	5,299.17	5,563.10	5,842.19
	Hourly	60.08	63.07	66.24	69.54	73.03
City Clerk <sup>1</sup>	Monthly	8,426.14	8,848.05	9,289.95	9,755.85	10,241.74
	Bi-weekly	3,888.99	4,083.72	4,287.67	4,502.70	4,726.96
	Hourly	48.61	51.05	53.60	56.28	59.09
Community Development Director	Monthly	13,141.07	13,797.92	14,489.56	15,214.04	15,975.22
	Bi-weekly	6,065.11	6,368.27	6,687.49	7,021.86	7,373.18
	Hourly	75.81	79.60	83.59	87.77	92.16
Director of Marina and Aquatic Services	Monthly	8,722.72	9,159.33	9,617.20	10,098.26	10,602.49
	Bi-weekly	4,025.87	4,227.38	4,438.71	4,660.73	4,893.46
	Hourly	50.32	52.84	55.48	58.26	61.17
Marina Services Director	Monthly	8,152.79	8,560.43	8,989.32	9,437.53	9,910.86
	Bi-weekly	3,762.83	3,950.97	4,148.92	4,355.78	4,574.24
	Hourly	47.04	49.39	51.86	54.45	57.18
Parks & Recreation Director	Monthly	12,530.57	13,158.45	13,815.31	14,505.02	15,231.43
	Bi-weekly	5,783.34	6,073.13	6,376.30	6,694.62	7,029.89
	Hourly	72.29	75.91	79.70	83.68	87.87
Public Works Director/ City Engineer	Monthly	15,385.98	16,154.89	16,960.51	17,810.57	18,701.19
	Bi-weekly	7,101.22	7,456.10	7,827.93	8,220.26	8,631.32
	Hourly	88.77	93.20	97.85	102.75	107.89

1 - City Clerk increased by 3.5%

Effective Date: 07/18/2019

2.0% Increase

CITY OF BRISBANE

Executive Management Group

Exhibit 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	10,621.43	11,151.51	11,711.16	12,294.45	12,911.24
	Bi-weekly	4,902.20	5,146.85	5,405.15	5,674.36	5,959.03
	Hourly	61.28	64.34	67.56	70.93	74.49
City Clerk	Monthly	8,594.67	9,025.01	9,475.75	9,950.97	10,446.58
	Bi-weekly	3,966.77	4,165.39	4,373.42	4,592.75	4,821.50
	Hourly	49.58	52.07	54.67	57.41	60.27
Community Development Director	Monthly	13,403.89	14,073.88	14,779.35	15,518.32	16,294.73
	Bi-weekly	6,186.41	6,495.64	6,821.24	7,162.30	7,520.64
	Hourly	77.33	81.20	85.27	89.53	94.01
Director of Marina and Aquatic Services	Monthly	8,897.17	9,342.52	9,809.55	10,300.22	10,814.54
	Bi-weekly	4,106.39	4,311.93	4,527.48	4,753.95	4,991.33
	Hourly	51.33	53.90	56.59	59.42	62.39
Marina Services Director	Monthly	8,315.85	8,731.64	9,169.11	9,626.28	10,109.08
	Bi-weekly	3,838.08	4,029.99	4,231.90	4,442.90	4,665.73
	Hourly	47.98	50.37	52.90	55.54	58.32
Parks & Recreation Director	Monthly	12,781.18	13,421.62	14,091.62	14,795.12	15,536.05
	Bi-weekly	5,899.01	6,194.59	6,503.82	6,828.52	7,170.49
	Hourly	73.74	77.43	81.30	85.36	89.63
Public Works Director/ City Engineer	Monthly	15,693.70	16,477.99	17,299.72	18,166.78	19,075.22
	Bi-weekly	7,243.25	7,605.23	7,984.49	8,384.67	8,803.95
	Hourly	90.54	95.07	99.81	104.81	110.05

**RESOLUTION 2019 - 48**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
THE GENERAL EMPLOYEES ASSOCIATION**

**WHEREAS**, the City of Brisbane and the General Employees Association have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City of Brisbane and the General Employees Association have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

---

MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-48 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES;  
ABSENT:

---

INGRID PADILLA  
City Clerk

<b>City of Brisbane</b>
<b>2019 General Employees Association Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

- Term
  - 3 Years, effective July 1, 2019 to June 30, 2022
  
- Proposals
  - Market Adjustments
    - The following classification adjustments effective the first full pay period in July, 2019:
      - Code Enforcement Officer – 8%
      - Community Services Officer – 6.5%
      - Recreation Coordinator – 6.3%
    - The following classification adjustments effective the first full pay period in July, 2020:
      - Code Enforcement Officer – 6%
  
  - Salary Adjustments
    - 2% effective the first full pay period in July 2019
    - 2% effective the first full pay period in January 2020
    - 2% effective the first full pay period in July 2020
    - 2% effective the first full pay period in January 2021
    - 2% effective the first full pay period in July 2021
    - 2% effective the first full pay period in January 2022
  
  - Health Insurance
    - The City's contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows (these numbers are from current contributions with an additional 3%):

▪ No Plan	\$622.71
▪ Single party	\$765.03
▪ Two party	\$1677.74
▪ Family	\$2225.40
  
    - The City's contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows:
      - 3% guaranteed increase in December 2020
      - 3% guaranteed increase in December 2021
      - The overall increase in the cafeteria plan will be no more than a cumulative 12% over the three-year period. Increases above the

guaranteed rates will occur if the Kaiser rate increases above the cumulative guaranteed rate.

Calendar Year	Guaranteed Increase	Amount Available based on Cumulative Kaiser Increase above Cumulative Guaranteed Increase
2020	3%	
2021	3%	3%
2022	3%	3% unless a portion used in previous year

- Supplemental Stipend
  - For employees currently working and qualified for supplemental stipend and retire from the City, the City will provide for an amount equal to Kaiser Health Insurance for employee, employee plus 1, or employee plus 2 depending on the level of insurance the employee has in retirement. The amount will change to the Medicare supplement once the employee or dependent is eligible for Medicare. If one covered family member is not in Medicare while another is then the employee will receive the amount in the combined plan. The benefit will continue through the life of the employee. If the employee changes health care carriers the benefit will cease except in the case of PERS health care plans, an employee may change carriers as long as it the health care plan is still within the PERS umbrella.
  
- Dental
  - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount allocated within the plan.
  
- Wellness Benefit
  - The City will provide up to \$300 a year. The City will engage a group of employees from throughout the organization to develop a wellness reimbursement policy by January 1, 2020.
  
- SDI
  - The City will work with the Bargaining Group to allow for the group members to participate in the State provided SDI program at no cost to the City.
  
- Telecommute
  - The City will engage a group of employees from throughout the organization to develop telecommute and alternative work schedule policies by June 30, 2020.
  
- Floating Holidays and Holiday Schedule
  - City Hall will close Christmas Eve day and New Year’s Eve day. This is in addition to the holidays listed in the current MOU. Employees who work in City

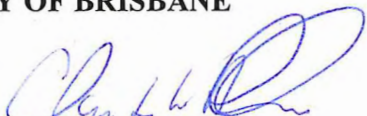


Hall will have those days off and receive 16 hours of floating holiday for personal use.

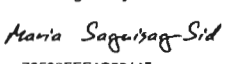
- Floating Holiday for Marina Employees
  - Holiday to be used after the holiday has occurred. Holidays will not extend past the calendar year. Holidays will be made available to the employee after the holiday has occurred and if the employee was working for the City at the time of the holiday. Floating holidays awarded in lieu of December holidays will be awarded in January of the following calendar year.
- Comp Time
  - Employees who work overtime while on standby pay will receive 1.7 hours of comp time for each 1 hour of overtime worked. Employees may have up to 120 hours of comp time on the books during a calendar year (January 1 – December 31). Any comp time above 70 hours will be cashed out with the first full paycheck in January.

This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the GEA membership.

**CITY OF BRISBANE**

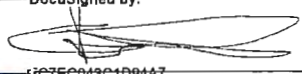
By   
Clayton Holstine  
City Manager

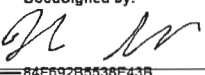
DocuSigned by:  
By   
Stuart Schillinger  
Administrative Services Director

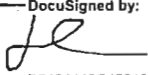
DocuSigned by:  
By   
Maria Saguisag-Sid  
Principal Analyst

**GENERAL EMPLOYEES ASSOCIATION**

Date 7/8/2019

DocuSigned by:  
By   
Gregory Morris

DocuSigned by:  
By   
Dolan Shoblo

DocuSigned by:  
By   
Julia Ayers

Effective Date: 07/18/2019  
Market Adjustment Increase

CITY OF BRISBANE  
General Employees Unit

Exhibit 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>
Accounting Assistant I	Monthly	3,997.19	4,198.11	4,408.69	4,628.93	4,860.76
	Bi-weekly	1,844.86	1,937.59	2,034.78	2,136.43	2,243.43
	Hourly	23.06	24.22	25.43	26.71	28.04
Accounting Assistant II	Monthly	4,400.96	4,621.20	4,853.04	5,094.53	5,349.55
	Bi-weekly	2,031.21	2,132.86	2,239.86	2,351.32	2,469.02
	Hourly	25.39	26.66	28.00	29.39	30.86
Administrative Assistant	Monthly	5,287.72	5,552.40	5,828.67	6,120.39	6,427.57
	Bi-weekly	2,440.49	2,562.65	2,690.15	2,824.80	2,966.57
	Hourly	30.51	32.03	33.63	35.31	37.08
Assistant Engineer I	Monthly	6,157.10	6,466.21	6,788.84	7,128.86	7,484.34
	Bi-weekly	2,841.74	2,984.40	3,133.31	3,290.24	3,454.31
	Hourly	35.52	37.31	39.17	41.13	43.18
Assistant Engineer II	Monthly	6,773.39	7,109.54	7,466.95	7,839.82	8,232.00
	Bi-weekly	3,126.18	3,281.33	3,446.29	3,618.38	3,799.39
	Hourly	39.08	41.02	43.08	45.23	47.49
Associate Planner	Monthly	7,125.00	7,482.41	7,857.21	8,249.39	8,662.83
	Bi-weekly	3,288.46	3,453.42	3,626.40	3,807.41	3,998.23
	Hourly	41.11	43.17	45.33	47.59	49.98
Code Enforcement Officer <sup>1</sup>	Monthly	5,420.72	5,691.96	5,975.73	6,274.10	6,589.16
	Bi-weekly	2,501.87	2,627.06	2,758.03	2,895.74	3,041.15
	Hourly	31.27	32.84	34.48	36.20	38.01
Community Development Technician	Monthly	5,395.91	5,664.45	5,948.45	6,245.97	6,557.01
	Bi-weekly	2,490.42	2,614.36	2,745.44	2,882.75	3,026.31
	Hourly	31.13	32.68	34.32	36.03	37.83
Community Service Officer <sup>2</sup>	Monthly	4,703.49	5,007.59	5,257.97	5,520.87	5,796.29
	Bi-weekly	2,170.84	2,311.20	2,426.76	2,548.09	2,675.21
	Hourly	27.14	28.89	30.33	31.85	33.44
Engineering Technician	Monthly	5,934.92	6,232.44	6,543.49	6,868.05	7,213.87
	Bi-weekly	2,739.20	2,876.51	3,020.07	3,169.87	3,329.48
	Hourly	34.24	35.96	37.75	39.62	41.62
Executive Administrative Assistant	Monthly	5,480.92	5,753.32	6,041.18	6,344.50	6,661.33
	Bi-weekly	2,529.65	2,655.38	2,788.24	2,928.23	3,074.46
	Hourly	31.62	33.19	34.85	36.60	38.43
Human Resources Technician	Monthly	5,395.91	5,664.45	5,948.45	6,245.97	6,557.01
	Bi-weekly	2,490.42	2,614.36	2,745.44	2,882.75	3,026.31
	Hourly	31.13	32.68	34.32	36.03	37.83
Marina Maintenance Worker I	Monthly	4,627.00	4,856.90	5,100.33	5,355.34	5,623.88
	Bi-weekly	2,135.54	2,241.65	2,354.00	2,471.70	2,595.64
	Hourly	26.69	28.02	29.42	30.90	32.45
Marina Maintenance Worker II	Monthly	5,088.73	5,237.08	5,500.35	5,773.10	6,062.89
	Bi-weekly	2,348.65	2,417.11	2,538.62	2,664.51	2,798.26
	Hourly	29.36	30.21	31.73	33.31	34.98

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Office Assistant	Monthly	4,240.61	4,445.40	4,667.57	4,901.34	5,148.62
	Bi-weekly	1,957.21	2,051.72	2,154.26	2,262.15	2,376.29
	Hourly	24.47	25.65	26.93	28.28	29.70
Office Specialist	Monthly	4,970.89	5,218.17	5,480.92	5,753.32	6,041.18
	Bi-weekly	2,294.25	2,408.39	2,529.65	2,655.38	2,788.24
	Hourly	28.68	30.10	31.62	33.19	34.85
Parks/Facilities Maintenance Maintenance Worker I	Monthly	4,627.00	4,856.90	5,100.33	5,355.34	5,623.88
	Bi-weekly	2,135.54	2,241.65	2,354.00	2,471.70	2,595.64
	Hourly	26.69	28.02	29.42	30.90	32.45
Parks/Facilities Maintenance Maintenance Worker II	Monthly	5,088.73	5,341.82	5,610.36	5,888.56	6,184.14
	Bi-weekly	2,348.65	2,465.45	2,589.40	2,717.80	2,854.22
	Hourly	29.36	30.82	32.37	33.97	35.68
Payroll and Utility Billing Technician	Monthly	5,395.91	5,664.45	5,948.45	6,245.97	6,557.01
	Bi-weekly	2,490.42	2,614.36	2,745.44	2,882.75	3,026.31
	Hourly	31.13	32.68	34.32	36.03	37.83
Public Works Inspector	Monthly	7,592.53	7,973.12	8,371.10	8,788.40	9,228.88
	Bi-weekly	3,504.24	3,679.90	3,863.59	4,056.19	4,259.48
	Hourly	43.80	46.00	48.29	50.70	53.24
Public Works Lead Maintenance Worker	Monthly	6,106.87	6,412.11	6,730.88	7,068.97	7,420.59
	Bi-weekly	2,818.55	2,959.44	3,106.56	3,262.60	3,424.89
	Hourly	35.23	36.99	38.83	40.78	42.81
Public Works Maintenance Worker I	Monthly	4,627.00	4,856.90	5,100.33	5,355.34	5,623.88
	Bi-weekly	2,135.54	2,241.65	2,354.00	2,471.70	2,595.64
	Hourly	26.69	28.02	29.42	30.90	32.45
Public Works Maintenance Worker II	Monthly	5,088.73	5,341.82	5,610.36	5,888.56	6,184.14
	Bi-weekly	2,348.65	2,465.45	2,589.40	2,717.80	2,854.22
	Hourly	29.36	30.82	32.37	33.97	35.68
Receptionist	Monthly	4,234.82	4,445.40	4,667.57	4,901.34	5,148.62
	Bi-weekly	1,954.53	2,051.72	2,154.26	2,262.15	2,376.29
	Hourly	24.43	25.65	26.93	28.28	29.70
Recreation Program Coordinator <sup>3</sup>	Monthly	4,696.71	5,011.77	5,262.14	5,525.04	5,800.46
	Bi-weekly	2,167.71	2,313.12	2,428.68	2,550.02	2,677.14
	Hourly	27.10	28.91	30.36	31.88	33.46
Senior Accounting Assistant	Monthly	4,984.41	5,235.56	5,496.37	5,772.64	6,058.57
	Bi-weekly	2,300.50	2,416.41	2,536.79	2,664.30	2,796.26
	Hourly	28.76	30.21	31.71	33.30	34.95

1 - Code Enforcement Officer increased by 8%

2 - Community Servicer Officer increased by 6.5%

3 - Recreation Program Coordinator increased by 6.3%

Effective Date: 07/18/2019

2.0% Increase

CITY OF BRISBANE  
General Employees Unit

Exhibit 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>
Accounting Assistant I	Monthly	4,077.13	4,282.07	4,496.86	4,721.51	4,957.98
	Bi-weekly	1,881.75	1,976.34	2,075.48	2,179.16	2,288.30
	Hourly	23.52	24.70	25.94	27.24	28.60
Accounting Assistant II	Monthly	4,488.98	4,713.63	4,950.10	5,196.42	5,456.54
	Bi-weekly	2,071.84	2,175.52	2,284.66	2,398.35	2,518.40
	Hourly	25.90	27.19	28.56	29.98	31.48
Administrative Assistant	Monthly	5,393.48	5,663.45	5,945.24	6,242.80	6,556.12
	Bi-weekly	2,489.30	2,613.90	2,743.96	2,881.29	3,025.90
	Hourly	31.12	32.67	34.30	36.02	37.82
Assistant Engineer I	Monthly	6,280.24	6,595.53	6,924.62	7,271.44	7,634.03
	Bi-weekly	2,898.57	3,044.09	3,195.98	3,356.05	3,523.40
	Hourly	36.23	38.05	39.95	41.95	44.04
Assistant Engineer II	Monthly	6,908.85	7,251.74	7,616.29	7,996.61	8,396.64
	Bi-weekly	3,188.70	3,346.95	3,515.21	3,690.75	3,875.37
	Hourly	39.86	41.84	43.94	46.13	48.44
Associate Planner	Monthly	7,267.50	7,632.06	8,014.35	8,414.38	8,836.08
	Bi-weekly	3,354.23	3,522.49	3,698.93	3,883.56	4,078.19
	Hourly	41.93	44.03	46.24	48.54	50.98
Code Enforcement Officer	Monthly	5,529.13	5,805.80	6,095.24	6,399.58	6,720.94
	Bi-weekly	2,551.91	2,679.60	2,813.19	2,953.65	3,101.97
	Hourly	31.90	33.50	35.16	36.92	38.77
Community Development Technician	Monthly	5,503.83	5,777.74	6,067.42	6,370.89	6,688.15
	Bi-weekly	2,540.23	2,666.65	2,800.35	2,940.41	3,086.84
	Hourly	31.75	33.33	35.00	36.76	38.59
Community Service Officer	Monthly	4,797.55	5,107.74	5,363.13	5,631.29	5,912.21
	Bi-weekly	2,214.26	2,357.42	2,475.29	2,599.06	2,728.71
	Hourly	27.68	29.47	30.94	32.49	34.11
Engineering Technician	Monthly	6,053.62	6,357.09	6,674.35	7,005.41	7,358.15
	Bi-weekly	2,793.98	2,934.04	3,080.47	3,233.27	3,396.07
	Hourly	34.92	36.68	38.51	40.42	42.45
Executive Administrative Assistant	Monthly	5,590.54	5,868.39	6,162.00	6,471.39	6,794.56
	Bi-weekly	2,580.25	2,708.49	2,844.00	2,986.79	3,135.95
	Hourly	32.25	33.86	35.55	37.33	39.20
Human Resources Technician	Monthly	5,503.83	5,777.74	6,067.42	6,370.89	6,688.15
	Bi-weekly	2,540.23	2,666.65	2,800.35	2,940.41	3,086.84
	Hourly	31.75	33.33	35.00	36.76	38.59
Marina Maintenance Worker I	Monthly	4,719.54	4,954.04	5,202.33	5,462.45	5,736.36
	Bi-weekly	2,178.25	2,286.48	2,401.08	2,521.13	2,647.55
	Hourly	27.23	28.58	30.01	31.51	33.09
Marina Maintenance Worker II	Monthly	5,190.51	5,448.65	5,722.56	6,006.33	6,307.83

Effective Date: 07/18/2019

2.0% Increase

CITY OF BRISBANE  
General Employees Unit

Exhibit 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>
	Bi-weekly	2,395.62	2,514.76	2,641.18	2,772.15	2,911.30
	Hourly	29.95	31.43	33.01	34.65	36.39
Office Assistant	Monthly	4,325.42	4,534.30	4,760.92	4,999.36	5,251.60
	Bi-weekly	1,996.35	2,092.76	2,197.35	2,307.40	2,423.81
	Hourly	24.95	26.16	27.47	28.84	30.30
Office Specialist	Monthly	5,070.30	5,322.54	5,590.54	5,868.39	6,162.00
	Bi-weekly	2,340.14	2,456.56	2,580.25	2,708.49	2,844.00
	Hourly	29.25	30.71	32.25	33.86	35.55
Parks/Facilities Maintenance Maintenance Worker I	Monthly	4,719.54	4,954.04	5,202.33	5,462.45	5,736.36
	Bi-weekly	2,178.25	2,286.48	2,401.08	2,521.13	2,647.55
	Hourly	27.23	28.58	30.01	31.51	33.09
Parks/Facilities Maintenance Maintenance Worker II	Monthly	5,190.51	5,448.65	5,722.56	6,006.33	6,307.83
	Bi-weekly	2,395.62	2,514.76	2,641.18	2,772.15	2,911.30
	Hourly	29.95	31.43	33.01	34.65	36.39
Payroll and Utility Billing Technician	Monthly	5,503.83	5,777.74	6,067.42	6,370.89	6,688.15
	Bi-weekly	2,540.23	2,666.65	2,800.35	2,940.41	3,086.84
	Hourly	31.75	33.33	35.00	36.76	38.59
Public Works Inspector	Monthly	7,744.38	8,132.58	8,538.52	8,964.17	9,413.46
	Bi-weekly	3,574.33	3,753.50	3,940.86	4,137.31	4,344.67
	Hourly	44.68	46.92	49.26	51.72	54.31
Public Works Lead Maintenance Worker	Monthly	6,229.00	6,540.36	6,865.50	7,210.35	7,569.00
	Bi-weekly	2,874.92	3,018.63	3,168.69	3,327.86	3,493.38
	Hourly	35.94	37.73	39.61	41.60	43.67
Public Works Maintenance Worker I	Monthly	4,719.54	4,954.04	5,202.33	5,462.45	5,736.36
	Bi-weekly	2,178.25	2,286.48	2,401.08	2,521.13	2,647.55
	Hourly	27.23	28.58	30.01	31.51	33.09
Public Works Maintenance Worker II	Monthly	5,190.51	5,448.65	5,722.56	6,006.33	6,307.83
	Bi-weekly	2,395.62	2,514.76	2,641.18	2,772.15	2,911.30
	Hourly	29.95	31.43	33.01	34.65	36.39
Receptionist	Monthly	4,319.51	4,534.30	4,760.92	4,999.36	5,251.60
	Bi-weekly	1,993.62	2,092.76	2,197.35	2,307.40	2,423.81
	Hourly	24.92	26.16	27.47	28.84	30.30
Recreation Program Coordinator	Monthly	4,790.64	5,112.00	5,367.39	5,635.54	5,916.47
	Bi-weekly	2,211.06	2,359.38	2,477.26	2,601.02	2,730.68
	Hourly	27.64	29.49	30.97	32.51	34.13
Senior Accounting Assistant	Monthly	5,084.10	5,340.27	5,606.30	5,888.09	6,179.74
	Bi-weekly	2,346.51	2,464.74	2,587.52	2,717.58	2,852.19
	Hourly	29.33	30.81	32.34	33.97	35.65

**RESOLUTION 2019 - 49**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2400  
AFL-CIO**

**WHEREAS**, the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO have met and conferred in accordance with the requirements of the Meyers-Miliias-Brown Act; and

**WHEREAS**, the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO, have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

---

MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-49 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES;  
ABSENT:

---

INGRID PADILLA  
City Clerk

<b>City of Brisbane</b>
<b>2019 International Association of Fire Fighters (IAFF) Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

- Term
  - 3 Years, effective July 1, 2019 to June 30, 2022

- Proposals

- Wage increases effective first full pay period in the following months:

▪ 2.5% July 2019	▪ 2% January 2020
▪ 2.5% July 2020	▪ 2% January 2021
▪ 2.5% July 2021	▪ 2% January 2022

- Increased CalPERS Employee Contributions
  - Classic employees to pay additional 1% PERS cost share in July 2019 for a total of 10% employee contribution.
  - Classic employees to pay an additional 1% PERS cost share in July 2020 for a total of 11% employee contribution.
  - Classic employees to pay an additional 1% PERS cost share in July 2021 for a total of 12% employee contribution.

- Health Insurance

- The City’s contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows (these numbers are from current contributions with an additional 3%):
  - No Plan       \$622.71
  - Single party   \$765.03
  - Two party     \$1677.74
  - Family         \$2225.40
- The City’s contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows:
  - 3% guaranteed increase in December 2020
  - 3% guaranteed increase in December 2021
  - The overall increase in the cafeteria plan will be no more than a cumulative 12% over the three-year period. Increases above the guaranteed rates will occur if the Kaiser rate increases above the cumulative guaranteed rate.
  -

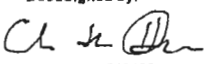
Calendar Year	Guaranteed Increase	Amount Available based on Cumulative Kaiser Increase above Cumulative Guaranteed Increase
2020	3%	
2021	3%	3%
2022	3%	3% unless a portion used in previous year

- o Dental
  - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount available within the plan funds.
  
- o Uniforms
  - Annual amount increased from \$500 to \$800 per fiscal year
  - New employees to receive up to an additional \$1,250 allowance in first month of appointment to Firefighter to use towards a full set of Class A and Class B uniforms
  
- o CPR Training Stipend
  - 2% for one employee only

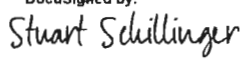
This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the IAFF membership.

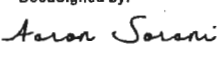
**CITY OF BRISBANE**

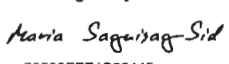
**BRISBANE IAFF, LOCAL 2400  
AFL-CIO**

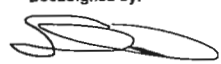
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 Clayton Holstine  
 City Manager

Date 7/8/2019

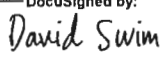
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 Administrative Services Director

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 Aaron Sorani

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 Maria Saguisag-Sid  
 Principal Analyst

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 Scott Ferguson

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 Jon Holtzman

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 David Swim



**Effective Date: 07/18/2019**  
2.5% Increase

**CITY OF BRISBANE**  
International Assoc. of Firefighters, Local 2400

Exhibit A

<b>Job Title</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Firefighter	Monthly	7,604.52	7,984.32	8,383.54	8,799.40	9,240.19
	Bi-weekly	3,509.78	3,685.07	3,869.33	4,061.26	4,264.70
	Hourly	31.34	32.90	34.55	36.26	38.08
Firefighter/Paramedic	Monthly	7,604.52	7,984.32	8,383.54	8,799.40	9,240.19
	Bi-weekly	3,509.78	3,685.07	3,869.33	4,061.26	4,264.70
	Hourly	31.34	32.90	34.55	36.26	38.08
Fire Captain	Monthly	9,087.71	9,539.60	10,019.21	10,518.23	11,045.00
	Bi-weekly	4,194.33	4,402.89	4,624.25	4,854.57	5,097.69
	Hourly	37.45	39.31	41.29	43.34	45.52
Fire Prevention Officer	Monthly	8,000.17	8,402.15	8,821.97	9,261.58	9,724.95
	Bi-weekly	3,692.39	3,877.92	4,071.68	4,274.58	4,488.44
	Hourly	32.97	34.62	36.35	38.17	40.08
Fire Trainee	Monthly	3,782.26				
	Bi-weekly	1,745.66				
	Hourly	21.82				

1 - Hourly wage for Firefighter, Firefighter/Paramedic and Fire Captain are calculated on a 56-hour workweek.

2 - Hourly wage for Fire Prevention Officer and Fire Trainee is calculated on a 40-hour workweek.

3 - Base Salary includes holiday compensation at the rate of 6.0% for Firefighter & Firefighter/Paramedic.

**Effective Date: 07/18/2019**  
2.5% Increase

**CITY OF BRISBANE**  
International Assoc. of Firefighters, Local 2400

Exhibit A

<b><u>Job Title</u></b>		<b><u>Step A</u></b>	<b><u>Step B</u></b>	<b><u>Step C</u></b>	<b><u>Step D</u></b>	<b><u>Step E</u></b>
Firefighter	Monthly	7,604.52	7,984.32	8,383.54	8,799.40	9,240.19
	Bi-weekly	3,509.78	3,685.07	3,869.33	4,061.26	4,264.70
	Hourly	31.34	32.90	34.55	36.26	38.08
Firefighter/Paramedic	Monthly	7,604.52	7,984.32	8,383.54	8,799.40	9,240.19
	Bi-weekly	3,509.78	3,685.07	3,869.33	4,061.26	4,264.70
	Hourly	31.34	32.90	34.55	36.26	38.08
Fire Captain	Monthly	9,087.71	9,539.60	10,019.21	10,518.23	11,045.00
	Bi-weekly	4,194.33	4,402.89	4,624.25	4,854.57	5,097.69
	Hourly	37.45	39.31	41.29	43.34	45.52
Fire Prevention Officer	Monthly	8,000.17	8,402.15	8,821.97	9,261.58	9,724.95
	Bi-weekly	3,692.39	3,877.92	4,071.68	4,274.58	4,488.44
	Hourly	32.97	34.62	36.35	38.17	40.08
Fire Trainee	Monthly	3,782.26				
	Bi-weekly	1,745.66				
	Hourly	21.82				

- 1 - Hourly wage for Firefighter, Firefighter/Paramedic and Fire Captain are calculated on a 56-hour workweek.
- 2 - Hourly wage for Fire Prevention Officer and Fire Trainee is calculated on a 40-hour workweek.
- 3 - Base Salary includes holiday compensation at the rate of 6.0% for Firefighter & Firefighter/Paramedic.

**RESOLUTION 2019 - 50**

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

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

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

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

---

MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-50 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES;  
ABSENT:

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INGRID PADILLA  
City Clerk

<b>City of Brisbane</b>
<b>2019 Mid-Management/Professional Employees Group Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

- Term
  - 3 Years, effective July 1, 2019 to June 30, 2022
  
- Proposals
  - Market Adjustments
    - All covered positions in bargaining group will receive a 4% pay increase effective the first full pay period in July 2019
  
  - Salary Adjustments
    - 3% effective the first full pay period in July 2019
    - 4% effective the first full pay period in July 2020
    - 2% effective the first full pay period in July 2021
    - 2% effective the first full pay period in January 2022
  
  - Health Insurance
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows (these numbers are from current contributions with an additional 3%):
      - No Plan       \$622.71
      - Single party   \$765.03
      - Two party     \$1677.74
      - Family         \$2225.40
  
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows:
      - 3% guaranteed increase in December 2020
      - 3% guaranteed increase in December 2021
      - The overall increase in the cafeteria plan will be no more than a cumulative 12% over the three-year period. Increases above the guaranteed rates will occur if the Kaiser rate increases above the cumulative guaranteed rate.

Calendar Year	Guaranteed Increase	Amount Available based on Cumulative Kaiser Increase above Cumulative Guaranteed Increase
2020	3%	
2021	3%	3%
2022	3%	3% unless a portion used in previous year

- Supplemental Stipend
  - For employees eligible per the conditions in Article 10: Supplemental Stipend, the City will provide for an amount equal to Kaiser Health Insurance for employee, employee plus 1, or employee plus 2 depending on the level of insurance the employee has in retirement. The amount will change to the Medicare supplement once the employee or dependent is eligible for Medicare. If one covered family member is not in Medicare while another is then the employee will receive the amount in the combined plan. The benefit will continue through the life of the employee, and cease upon the employee's death. If the employee changes health care carriers the benefit will cease except in the case of PERS health care plans, an employee may change carriers as long as it the health care plan is still within the PERS umbrella.
  
- Administrative Leave
  - For the duration of the contract, Administrative Leave as shown in Article 5 of the MOU if granted will be taken as either leave or cashed out based on the employees election done prior to December 31st of the year the leave is granted. Administrative leave for the year will be granted in second pay period of August of the year. For employees who received leave after August 2018 but prior to August of 2019 a prorated amount of leave will be granted.
  
- Dental
  - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount allocated within the plan.
  
- Wellness Benefit
  - The City will provide up to \$300 a year. The City will engage a group of employees from throughout the organization to develop a wellness reimbursement policy by January 1, 2020.
  
- Telecommute
  - The City will engage a group of employees from throughout the organization to develop telecommute and alternative work schedule policies by June 30, 2020.
  
- Floating Holidays and Holiday Schedule
  - City Hall will close Christmas Eve day and New Year's Eve day. This is in addition to the holidays listed in the current MOU. Employees who work in City Hall will have those days off and instead of receiving 24, will receive 16 hours of floating holiday for personal use.
  
- Floating Holiday for Marina Employees
  - Holiday to be used after the holiday has occurred. Holidays will not extend past the calendar year. Holidays will be made available to the employee after the

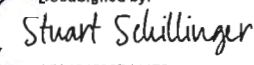
holiday has occurred and if the employee was working for the City at the time of the holiday. Floating holidays awarded in lieu of December holidays will be awarded in January of the following calendar year.


- Compensation Study
  - Completed by August 31, 2020 based on Salaries of July 31, 2020.

This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the Mid-Management/Professional Employees Group membership.

**CITY OF BRISBANE**

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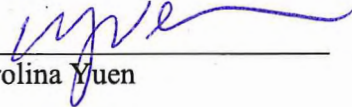
Clayton Holstine  
City Manager  
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Stuart Schillinger  
Administrative Services Director

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Maria Saguisag-Sid  
Principal Analyst

**MID-MANAGEMENT/PROFESSIONAL EMPLOYEES GROUP**

Date 7/9/2019

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By   
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Jerry Flanagan

By   
Carolina Yuen

Effective Date: 07/18/2019

4% Market + 3% COLA Increase

CITY OF BRISBANE

Mid-Management/Professional

Exhibit 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>
Associate Civil Engineer	Monthly	8,393.87	8,811.91	9,252.71	9,716.28	10,202.61
	Bi-weekly	3,874.10	4,067.04	4,270.48	4,484.44	4,708.90
	Hourly	48.43	50.84	53.38	56.06	58.86
Deputy Director of Public Works	Monthly	12,388.00	13,006.78	13,658.67	14,341.60	15,057.65
	Bi-weekly	5,717.54	6,003.13	6,304.00	6,619.20	6,949.68
	Hourly	71.47	75.04	78.80	82.74	86.87
Deputy Finance Director	Monthly	10,535.80	11,061.45	11,614.01	12,195.54	12,806.04
	Bi-weekly	4,862.68	5,105.29	5,360.31	5,628.71	5,910.48
	Hourly	60.78	63.82	67.00	70.36	73.88
Financial Services Manager	Monthly	9,577.63	10,055.68	10,558.57	11,088.36	11,642.98
	Bi-weekly	4,420.44	4,641.08	4,873.18	5,117.70	5,373.68
	Hourly	55.26	58.01	60.91	63.97	67.17
Harbormaster	Monthly	7,723.36	8,108.28	8,513.90	8,940.22	9,387.23
	Bi-weekly	3,564.63	3,742.28	3,929.49	4,126.26	4,332.57
	Hourly	44.56	46.78	49.12	51.58	54.16
Information Technology & Systems Administrator	Monthly	8,443.54	8,865.72	9,308.59	9,774.23	10,264.70
	Bi-weekly	3,897.02	4,091.87	4,296.27	4,511.18	4,737.55
	Hourly	48.71	51.15	53.70	56.39	59.22
Principal Planner	Monthly	10,436.47	10,957.98	11,506.40	12,081.72	12,686.01
	Bi-weekly	4,816.83	5,057.53	5,310.64	5,576.18	5,855.08
	Hourly	60.21	63.22	66.38	69.70	73.19
Program Manager - San Mateo Countywide Water Pollution Prevention Program	Monthly	10,322.64	10,840.02	11,382.23	11,951.34	12,549.42
	Bi-weekly	4,764.30	5,003.09	5,253.33	5,516.00	5,792.04
	Hourly	59.55	62.54	65.67	68.95	72.40
Public Works Superintendent	Monthly	10,272.98	10,786.21	11,326.35	11,893.39	12,487.34
	Bi-Weekly	4,741.37	4,978.25	5,227.55	5,489.26	5,763.39
	Hourly	59.27	62.23	65.34	68.62	72.04
Public Works Supervisor	Monthly	7,851.67	8,244.87	8,656.70	9,089.22	9,544.51
	Bi-Weekly	3,623.85	3,805.32	3,995.40	4,195.03	4,405.16
	Hourly	45.30	47.57	49.94	52.44	55.06
Public Works Team Leader	Monthly	7,123.20	7,497.78	7,893.06	8,309.02	8,745.69
	Bi-Weekly	3,287.63	3,460.51	3,642.95	3,834.93	4,036.47
	Hourly	41.10	43.26	45.54	47.94	50.46

**Effective Date: 07/18/2019**  
 4% Market + 3% COLA Increase

**CITY OF BRISBANE**  
 Mid-Management/Professional

Exhibit 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>
Recreation Manager	Monthly	9,662.47	10,144.67	10,651.69	11,185.62	11,744.39
	Bi-weekly	4,459.60	4,682.15	4,916.17	5,162.60	5,420.49
	Hourly	55.75	58.53	61.45	64.53	67.76
Recreation Supervisor	Monthly	7,137.69	7,497.78	7,870.29	8,263.50	8,677.39
	Bi-weekly	3,294.32	3,460.51	3,632.44	3,813.92	4,004.95
	Hourly	41.18	43.26	45.41	47.67	50.06
Regional Compliance Program Manager (Maintenance Program Manager)	Monthly	8,193.13	8,623.59	9,076.81	9,554.86	10,057.75
	Bi-weekly	3,781.45	3,980.12	4,189.30	4,409.94	4,642.04
	Hourly	47.27	49.75	52.37	55.12	58.03
Senior Civil Engineer	Monthly	10,322.64	10,840.02	11,382.23	11,951.34	12,549.42
	Bi-weekly	4,764.30	5,003.09	5,253.33	5,516.00	5,792.04
	Hourly	59.55	62.54	65.67	68.95	72.40
Senior Management Analyst	Monthly	7,671.62	8,054.48	8,458.03	8,880.21	9,323.08
	Bi-weekly	3,540.75	3,717.45	3,903.71	4,098.56	4,302.96
	Hourly	44.26	46.47	48.80	51.23	53.79
Senior Planner	Monthly	8,826.40	9,267.20	9,730.77	10,219.17	10,728.26
	Bi-weekly	4,073.72	4,277.17	4,491.12	4,716.54	4,951.51
	Hourly	50.92	53.46	56.14	58.96	61.89



**RESOLUTION 2019 - 51**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
THE BRISBANE POLICE OFFICERS ASSOCIATION**

**WHEREAS**, the City of Brisbane and the Brisbane Police Officers Association have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City of Brisbane and the Brisbane Police Officers Association have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

---

MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-51 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES;  
ABSENT:

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INGRID PADILLA  
City Clerk

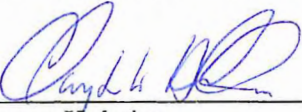
<b>City of Brisbane</b>
<b>2019 Police Officer Association (POA) Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

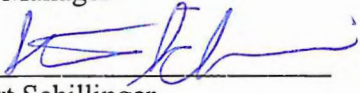
- Term
  - 2 Years, effective July 1, 2019 to June 30, 2021
  
- Proposals
  - Proposal #1
    - Clarify payroll deduction for association dues based upon state legislation and *Janus*
  
  - Increase court time from a minimum of 3 to 4 hours
  
  - Salary Adjustments
    - 4% effective the first full pay period in July 2019
    - 4% effective the first full pay period in December 2019 (health premium adjustment/transfer)
    - 4% effective the first full pay period in July 2020
  
  - Health Insurance
    - The City's contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows:
      - No Plan \$622.71
      - Single party \$765.03
      - Two party \$1677.74
      - Family \$2225.40
  
    - The City's contribution to the Flexible Compensation Plan (cafeteria plan) shall increase by 3% in December 2020. Should the Kaiser rate increase by more than 3% for calendar year 2021, the City will increase its cafeteria plan contribution up to the amount of the increase, not to exceed a total of 5% increase for calendar year 2021.
  
  - Dental
    - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount available within the plan funds.
  
  - Agreement to discuss providing additional notice of shift changes

- The parties agree to work collaboratively in an attempt to reduce the number of instances when shift start times are changed on short notice. The parties agree that, in order to do so, officers will need to provide additional notice to the department of planned absences. All parties agree that flexibility is a two-way street. The parties will meet within 60 days of ratification of this agreement with the intention of developing protocols to further these goals.
- All other proposals by the parties are hereby withdrawn.

This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the POA membership.

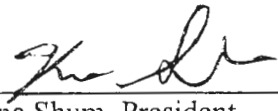
**CITY OF BRISBANE**

By   
Clayton Holstine  
City Manager

By   
Stuart Schillinger  
Administrative Services Director

**BRISBANE POLICE OFFICER  
ASSOCIATION**

Date \_\_\_\_\_

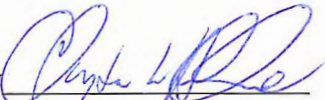
By   
Karena Shum, President  
Brisbane Police Officers' Association

By \_\_\_\_\_  
Dominic Flores  
Brisbane Police Officers' Association

- The parties agree to work collaboratively in an attempt to reduce the number of instances when shift start times are changed on short notice. The parties agree that, in order to do so, officers will need to provide additional notice to the department of planned absences. All parties agree that flexibility is a two-way street. The parties will meet within 60 days of ratification of this agreement with the intention of developing protocols to further these goals.
- All other proposals by the parties are hereby withdrawn.

This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the POA membership.

**CITY OF BRISBANE**

By   
Clayton Holstine  
City Manager

By   
Stuart Schillinger  
Administrative Services Director

**BRISBANE POLICE OFFICER  
ASSOCIATION**

Date 7/9/19

By \_\_\_\_\_  
Karena Shum, President  
Brisbane Police Officers' Association

By   
Dominic Flores  
Brisbane Police Officers' Association

Effective Date: 07/18/2019

4.0% Increase

CITY OF BRISBANE

Police Officers Association

Exhibit 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>
Police Officer	Monthly	7,386.39	7,755.71	8,143.48	8,550.65	8,978.18
	Bi-weekly	3,409.10	3,579.56	3,758.53	3,946.45	4,143.78
	Hourly	40.58	42.61	44.74	46.98	49.33
Police Sergeant	Monthly	8,899.12	9,344.09	9,811.30	10,301.86	10,816.94
	Bi-weekly	4,107.29	4,312.66	4,528.29	4,754.70	4,992.43
	Hourly	48.90	51.34	53.91	56.60	59.43

Note: Hourly wages above are calculated based on 2,184 hours per year.

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer For Detective and School Resource Officer	Monthly	7,386.39	7,755.71	8,143.48	8,550.65	8,978.18
	Bi-weekly	3,409.10	3,579.56	3,758.53	3,946.45	4,143.78
	Hourly	42.61	44.74	46.98	49.33	51.80
Police Sergeant	Monthly	8,899.12	9,344.09	9,811.30	10,301.86	10,816.94
	Bi-weekly	4,107.29	4,312.66	4,528.29	4,754.70	4,992.43
	Hourly	51.34	53.91	56.60	59.43	62.41

Note: Hourly wages above are calculated based on 2,080 hours per year.

**RESOLUTION 2019 - 52**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
THE POLICE CHIEF**

**WHEREAS**, the City of Brisbane and the Police Chief have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City of Brisbane and the Police Chief have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

---

MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-52 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES;  
ABSENT:

---

INGRID PADILLA  
City Clerk

<b>City of Brisbane</b>
<b>2019 Police Chief Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

- Term
  - 3 Years, effective July 1, 2019 to June 30, 2022
  
- Proposals
  - Market Adjustments
    - 3% adjustment effective the first full pay period in July, 2019
  
  - Salary Adjustments
    - 2% effective the first full pay period in July 2019
    - 2% effective the first full pay period in January 2020
    - 2% effective the first full pay period in July 2020
    - 2% effective the first full pay period in January 2021
    - 2% effective the first full pay period in July 2021
    - 2% effective the first full pay period in January 2022
  
  - Health Insurance
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows (these numbers are from current contributions with an additional 3%):
      - No Plan           \$622.71
      - Single party   \$765.03
      - Two party       \$1677.74
      - Family           \$2225.40
  
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows:
      - 3% guaranteed increase in December 2020
      - 3% guaranteed increase in December 2021
      - The overall increase in the cafeteria plan will be no more than a cumulative 12% over the three-year period. Increases above the guaranteed rates will occur if the Kaiser rate increases above the cumulative guaranteed rate.

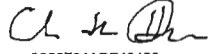
Calendar Year	Guaranteed Increase	Amount Available based on Cumulative Kaiser Increase above Cumulative Guaranteed Increase
2020	3%	
2021	3%	3%
2022	3%	3% unless a portion used in previous year

- Supplemental Stipend
  - For employees eligible per the conditions in Article 10: Supplemental Stipend, the City will provide for an amount equal to Kaiser Health Insurance for employee, employee plus 1, or employee plus 2 depending on the level of insurance the employee has in retirement. The amount will change to the Medicare supplement once the employee or dependent is eligible for Medicare. If one covered family member is not in Medicare while another is then the employee will receive the amount in the combined plan. The benefit will continue through the life of the employee, and cease upon the employee's death. If the employee changes health care carriers the benefit will cease except in the case of PERS health care plans, an employee may change carriers as long as it the health care plan is still within the PERS umbrella.
  
- Administrative Leave
  - For the duration of the contract, Administrative Leave as shown in Article 5 of the MOU if granted will be taken as either leave or cashed out based on the employees election done prior to December 31st of the year the leave is granted. Administrative leave for the year will be granted in second pay period of August of the year. For employees who received leave after August 2018 but prior to August of 2019 a prorated amount of leave will be granted.
  
- Dental
  - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount allocated within the plan.
  
- Wellness Benefit
  - The City will provide up to \$300 a year. The City will engage a group of employees from throughout the organization to develop a wellness reimbursement policy by January 1, 2020.
  
- Floating Holidays and Holiday Schedule
  - City Hall will close Christmas Eve day and New Year's Eve day. This is in addition to the holidays listed in the current MOU. Employees who work in City Hall will have those days off and instead of receiving 24 hours, will receive 16 hours of floating holiday for personal use.

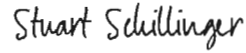
This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and approved by the Police Chief.



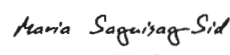
**CITY OF BRISBANE**

DocuSigned by:  
By   
3660794ADF49429...

Clayton Holstine  
City Manager

DocuSigned by:  
By   
ASA19450DD11478...

Stuart Schillinger  
Administrative Services Director

DocuSigned by:  
By   
79538FEF4C88445...

Maria Saguisag-Sid  
Principal Analyst

**POLICE CHIEF**

Date 7/8/2019

DocuSigned by:  
By   
8A32BC65F41F8C9...

Elizabeth Macias

**Effective Date: 07/18/2019**  
3% Market Adjustment Increase

**CITY OF BRISBANE**  
Police Chief

Exhibit 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>
Police Chief	Monthly	15,336.16	16,102.27	16,906.19	17,753.88	18,639.39
	Bi-weekly	7,078.23	7,431.82	7,802.86	8,194.10	8,602.80
	Hourly	88.48	92.90	97.54	102.43	107.53

Effective Date: 07/18/2019

2.0% Increase

CITY OF BRISBANE

Police Chief

Exhibit 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>
Police Chief	Monthly	15,642.88	16,424.31	17,244.31	18,108.96	19,012.18
	Bi-weekly	7,219.79	7,580.45	7,958.91	8,357.98	8,774.85
	Hourly	90.25	94.76	99.49	104.47	109.69

**RESOLUTION 2019 - 53**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE CONCERNING  
WAGES, HOURS AND WORKING CONDITIONS FOR  
THE POLICE COMMANDER ASSOCIATION**

**WHEREAS**, the City of Brisbane and the Police Commander Association have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City of Brisbane and the Police Commander Association have reached an agreement regarding wages, hours and working conditions,

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

---

MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-53 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES:  
ABSENT:

---

INGRID PADILLA  
City Clerk

<b>City of Brisbane</b>
<b>2019 Police Commander Association Negotiations</b>
<b>Tentative Agreement</b>
<b>2019 July 1<sup>st</sup></b>

- Term
  - 3 Years, effective July 1, 2019 to June 30, 2022
  
- Proposals
  - Market Adjustments
    - 3% adjustment effective the first full pay period in July, 2019
  
  - Salary Adjustments
    - 2% effective the first full pay period in July 2019
    - 2% effective the first full pay period in January 2020
    - 2% effective the first full pay period in July 2020
    - 2% effective the first full pay period in January 2021
    - 2% effective the first full pay period in July 2021
    - 2% effective the first full pay period in January 2022
  
  - Health Insurance
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows (these numbers are from current contributions with an additional 3%):
      - No Plan           \$622.71
      - Single party   \$765.03
      - Two party       \$1677.74
      - Family           \$2225.40
  
    - The City’s contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows:
      - 3% guaranteed increase in December 2020
      - 3% guaranteed increase in December 2021
      - The overall increase in the cafeteria plan will be no more than a cumulative 12% over the three-year period. Increases above the guaranteed rates will occur if the Kaiser rate increases above the cumulative guaranteed rate.

Calendar Year	Guaranteed Increase	Amount Available based on Cumulative Kaiser Increase above Cumulative Guaranteed Increase
2020	3%	
2021	3%	3%
2022	3%	3% unless a portion used in previous year

- Supplemental Stipend
  - For employees eligible per the conditions in Article 10: Supplemental Stipend, the City will provide for an amount equal to Kaiser Health Insurance for employee, employee plus 1, or employee plus 2 depending on the level of insurance the employee has in retirement. The amount will change to the Medicare supplement once the employee or dependent is eligible for Medicare. If one covered family member is not in Medicare while another is then the employee will receive the amount in the combined plan. The benefit will continue through the life of the employee, and cease upon the employee's death. If the employee changes health care carriers the benefit will cease except in the case of PERS health care plans, an employee may change carriers as long as it the health care plan is still within the PERS umbrella.
  
- Administrative Leave
  - For the duration of the contract, Administrative Leave as shown in Article 5 of the MOU if granted will be taken as either leave or cashed out based on the employees election done prior to December 31st of the year the leave is granted. Administrative leave for the year will be granted in second pay period of August of the year. For employees who received leave after August 2018 but prior to August of 2019 a prorated amount of leave will be granted.
  
- Dental
  - The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount allocated within the plan.
  
- Wellness Benefit
  - The City will provide up to \$300 a year. The City will engage a group of employees from throughout the organization to develop a wellness reimbursement policy by January 1, 2020.
  
- Floating Holidays and Holiday Schedule
  - City Hall will close Christmas Eve day and New Year's Eve day. This is in addition to the holidays listed in the current MOU. Employees who work in City Hall will have those days off and instead of receiving 24 hours, will receive 16 hours of floating holiday for personal use.

This tentative agreement shall not be effective or binding until adopted by the City Council of the City of Brisbane and ratified by the Police Commander Association.

**CITY OF BRISBANE**

DocuSigned by:  
*Clay Holstine*  
By \_\_\_\_\_  
3880794ADF48429...  
Clayton Holstine  
City Manager

DocuSigned by:  
*Stuart Schillinger*  
By \_\_\_\_\_  
A5A194500D11478...  
Stuart Schillinger  
Administrative Services Director

DocuSigned by:  
*Maria Saguisag-Sid*  
By \_\_\_\_\_  
79538FEP4C88445...  
Maria Saguisag-Sid  
Principal Analyst

**POLICE COMMANDER  
ASSOCIATION**

Date 7/8/2019

DocuSigned by:  
*Mario Garcia*  
By \_\_\_\_\_  
F7A10887E36942A...  
Mario Garcia

**Effective Date: 07/18/2019**  
3% Market Adjustment Increase

**CITY OF BRISBANE**  
Police Commander

Exhibit 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>
Police Commander	Monthly	13,825.50	14,517.09	15,243.98	16,006.18	16,805.76
	Bi-weekly	6,381.00	6,700.20	7,035.68	7,387.47	7,756.51
	Hourly	79.76	83.75	87.95	92.34	96.96



**Effective Date: 07/18/2019**  
2.0% Increase

**CITY OF BRISBANE**  
Police Commander

Exhibit 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>
Police Commander	Monthly	14,102.01	14,807.43	15,548.86	16,326.31	17,141.88
	Bi-weekly	6,508.62	6,834.20	7,176.40	7,535.22	7,911.64
	Hourly	81.36	85.43	89.70	94.19	98.90

**Effective Date: 07/18/2019**  
3% Market Adjustment Increase

**CITY OF BRISBANE**  
Police Commander

Exhibit 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>
Police Commander	Monthly	13,825.50	14,517.09	15,243.98	16,006.18	16,805.76
	Bi-weekly	6,381.00	6,700.20	7,035.68	7,387.47	7,756.51
	Hourly	79.76	83.75	87.95	92.34	96.96

Effective Date: 07/18/2019  
2.0% Increase

CITY OF BRISBANE  
Police Commander

Exhibit 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>
Police Commander	Monthly	14,102.01	14,807.43	15,548.86	16,326.31	17,141.88
	Bi-weekly	6,508.62	6,834.20	7,176.40	7,535.22	7,911.64
	Hourly	81.36	85.43	89.70	94.19	98.90

**RESOLUTION 2019 - 54**

**RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF BRISBANE REGARDING THE  
PAY SCALE FOR THE HOURLY EMPLOYEES**

**WHEREAS**, the City Manager has recommended the following salary adjustments to the pay plan for hourly employees:

- 1) Effective the first full pay period of July 2019, all position on the Hourly Employees pay scale will be adjusted by 2.0% with the exception of Habitat Restoration Aide, Habitat Restoration Lead Worker and Intern, and
- 2) The terms of this Resolution shall be subject to review and modification if the State of California or the Federal government through executive or legislative action substantially affects the ability of the City to provide funding for City Council adopted services. This review and modification may also be exercised in the event there is a recession (as declared by the National Bureau of Economic Research);

**WHEREAS**, the City Council wishes to adopt a new pay plan for such employees effective with the first full pay period of July 2019;

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane that the classifications, compensation and terms of such hourly employment be adopted as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

---

MADISON DAVIS  
Mayor

I hereby certify that the foregoing Resolution No. 2019-54 was duly and regularly adopted at a special meeting of the Brisbane City Council on July 18, 2019, by the following vote:

AYES:  
NOES:  
ABSENT:

---

INGRID PADILLA  
City Clerk

2.0% Increase

Hourly Employees

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Cashier	Hourly	12.48	13.11	13.76	14.45	15.18
Crossing Guard	Hourly	12.54	13.16	13.84	14.52	15.25
Facilities Attendant	Hourly	16.01	16.80	17.64	18.53	19.45
Habitat Restoration Aide	Hourly	12.00				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	19.19	20.16	21.16	22.23	23.33
History Project Assistant	Hourly	32.48	34.11	35.81	37.60	39.48
Intern	Hourly	Minimum	15.00		Maximum	20.00
Lifeguard	Hourly	14.56	15.29	16.05	16.86	17.69
Management Analyst (PT)	Hourly	35.91	37.72	39.60	41.58	43.66
Marina Maintenance Worker I (PT)	Hourly	27.76	29.15	30.60	32.15	33.75
Marina Maintenance Worker II (PT)	Hourly	30.53	32.08	33.65	35.32	37.12
Office Assistant	Hourly	25.41	26.67	28.00	29.42	30.89
Office Specialist	Hourly	29.84	31.32	32.89	34.54	36.27
Parks/Facilities Maintenance Worker I (PT)	Hourly	27.76	29.15	30.60	32.15	33.75
Public Service Aide	Hourly	14.32	15.05	15.79	16.58	17.42
Pre-School Teacher	Hourly	16.10	16.92	17.76	18.66	19.59
Public Works Maintenance Worker I (PT)	Hourly	27.76	29.15	30.60	32.15	33.75
Receptionist	Hourly	25.41	26.67	28.00	29.42	30.89
Recreation Leader	Hourly	16.07	16.88	17.72	18.60	19.54
Recreation Leader Aide	Hourly	12.48	13.11	13.76	14.45	15.18
Reserve Police Officer	Hourly	29.54	31.01	32.56	34.19	35.90
Senior Recreation Leader	Hourly	20.63	21.66	22.74	23.88	25.08
Special Assistant	Hourly	Minimum	12.00		Maximum	75.00
Swim Instructor	Hourly	15.88	16.68	17.52	18.39	19.32
Van Driver	Hourly	14.94	15.70	16.48	17.31	18.18