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Title: Action on Resolutions Approving Revised Salary Schedules for Employees Association (Units 5, 7 & 8), AFSCME Local 101 (Unit 6) and Unclassified Management (Unit 9) and approve a wage increase of 4% for the City Attorney consistent with Unclassified Management

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Attachments: 1. Resolution re adopting salary sched Unit 578, 2. Resolution re adopting salary sched Unit 6, 3. Resolution re adopting salary sched Unit 9, 4. Resolution No. 18-8633, 5. Resolution No. 18-8634, 6. Resolution No. 18-8635

Date	Ver.	Action By	Action	Result
12/4/2018	1	City Council and Authorities Concurrent	Approved	Pass

REPORT TO COUNCIL

SUBJECT

Action on Resolutions Approving Revised Salary Schedules for Employees Association (Units 5, 7 & 8), AFSCME Local 101 (Unit 6) and Unclassified Management (Unit 9) and approve a wage increase of 4% for the City Attorney consistent with Unclassified Management

BACKGROUND

In 2018, Council approved several MOUs with City bargaining groups that included wage increases for 2019. These increases must be reflected in revised salary schedules for each group and approved by Council.

Government Code 20636(b)(1) and California Code of Regulations 570.5 require that public salary schedules include specific information and be approved by the governing body whenever they are updated or revised.

DISCUSSION

Employees Association (Units 578): On January 30, 2018, Council approved a successor Memorandum of Understanding (MOU) with the Employees Association (Units 578) which is in effect from December 17, 2017 through and including December 14, 2019. The attached revised salary schedule reflects the 4% wage increase approved by Council for 2019 and effective December 16, 2018.

AFSCME (Unit 6): On April 24, 2018, Council approved a successor MOU with American Federation of State, County and Municipal Employees (AFSCME) (Unit 6) which is in effect from December 17, 2017 through and including December 20, 2020. The attached revised salary schedule reflects the

1% wage increase approved by Council for 2019 and effective December 16, 2018.

Miscellaneous Management (Unit 9): On March 20, 2018, Council approved a successor MOU with Santa Clara Unclassified Miscellaneous Management (Unit 9) which is in effect from December 17, 2017 through and including December 14, 2019. As part of that MOU, the City agreed to 4% wage increase effective December 17, 2017, and December 16, 2018. Council approved salary schedules for both of those wage increases with the MOU approval on March 20, 2018. This revision is necessary to ensure that the new positions approved in the FY 18/19 Operating Budget (Contracts Manager, Public Information Officer, Public Records Manager and Risk Manager) are reflected with Unit 9's salary schedule, since the salary schedule previously approved did not include these positions. The job descriptions and salary ranges for these positions were approved by Council on June 26, 2018.

City Attorney Wage Adjustment: The revision of the salary schedules also includes a 4% wage adjustment for the appointed City Attorney. Pursuant to Section 3.2 of the City Attorney's Employment Agreement, the City Council may take into account cost of living adjustments to salary for City Miscellaneous Unclassified Management Employees in Unit 9 as various classifications in the City Attorney's Office such as Assistant City Attorney and Deputy City Attorney are represented by Unit 9. With approval of this memorandum, the City Council is approving a salary adjustment consistent with Unit 9 of 4% effective December 16, 2018, for the City Attorney.

Revising these salary schedules is an administrative measure to ensure that the schedules are approved and updated in conformance with state law. After approval by Council, the revised salary schedules will be posted to the City's website.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

FISCAL IMPACT

There is no additional fiscal impact related to these revised salary schedules as these MOU increases were incorporated in the FY 2018/19 Adopted Budget.

COORDINATION

This report has been coordinated with the City Attorney's Office and the Finance Department.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Adopt Resolutions approving the revised salary schedules for Employees Association (Units 5, 7 & 8), AFSCME Local 101 (Unit 6) and Unclassified Miscellaneous Management (Unit 9), and a 4%

salary adjustment for the City Attorney effective December 16, 2018.

Reviewed by: Teresia Zadroga-Haase, Director, Human Resources

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Resolution Of The City Of Santa Clara, California To Adopt The Salary Schedule For Employees Represented By The City's Employees Association (Units 5, 7 & 8)
2. Resolution Of The City Of Santa Clara, California To Adopt The Salary Schedule For Employees Represented By The American Federation Of State, County And Municipal Employees, Local 101 (Unit 6)
3. Resolution of the City of Santa Clara, California to Adopt the Unclassified Monthly Salary Schedule For Employees Represented by the Miscellaneous Unclassified Management Employees (Unit 9) and Appointed Officials