

RESOLUTION NO. 84-2023

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PACIFICA
APPROVING A POLICY STATEMENT REGARDING
UNREPRESENTED MANAGEMENT AND CONFIDENTIAL EMPLOYEES
APPROVING AND AUTHORIZING SPECIFIED COMPENSATION AND BENEFITS AND
SETTING FORTH OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR
UNREPRESENTED MANAGEMENT AND CONFIDENTIAL EMPLOYEES
FOR THE PERIOD OF JULY 1, 2023, THROUGH JUNE 30, 2025**

WHEREAS, on June 26, 2023, the City negotiation committee met with the members of the Management, Confidential, and Safety Management Employee Group; and

WHEREAS, the Unrepresented Employee Group does not have a recognized bargaining representation, therefore, the City did not bargain with the Group; and

WHEREAS, amendments to the Unrepresented Compensation and Benefits Plan are consistent with the other bargaining groups' provisions and align with the citywide framework approach to provide targeted equity adjustments to classifications below marked based on the citywide salary survey conducted by an independent compensation and classification consulting firm; and

WHEREAS, said Policy Statement regarding Unrepresented Management and Confidential Employees and as reviewed by the City Attorney, is attached hereto along with revised salary schedules for the Unrepresented Management and Confidential Employees; and

WHEREAS, similar to the rest of labor agreements, the unrepresented employee groups (Executive, Management, and Confidential) will receive a two percent 2% annual COLA wage increase, plus structured equity adjustment to eligible classifications in each contract year.

NOW, THEREFORE, be it resolved by the City Council of the City of Pacifica that certain wages, salaries, fringe benefits, and working conditions as described in said Compensation and Benefits Plan, attached in Exhibit 1, are hereby approved for the period of July 1, 2023, through June 30, 2025; and

BE IT FURTHER RESOLVED, that, in accordance with California Government Code 570.5(a), the salary schedules also included in Exhibit 1 of the Unrepresented Employee Group Revised Schedule and Benefit Plan are approved and adopted.

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PASSED AND ADOPTED at a regular meeting of the City Council of the City of Pacifica, California, held on the 10th day of July, 2023, by the following vote:

AYES, Councilmembers: *Beckmeyer, Bier, Bigstyc, Boles, Vaterlaus*

NOES, Councilmembers: *n/a*

ABSENT, Councilmembers: *n/a*

ABSTAIN, Councilmembers: *n/a*

Eygarjas Twyrls Bigstyc
Eygarjas Twyrls Bigstyc, Mayor

ATTEST:

Sarah Coffey
for Sarah Coffey, City Clerk

APPROVED AS TO FORM:

Michelle Kenyon
Michelle Kenyon, City Attorney