



City of Emeryville

CALIFORNIA

MEMORANDUM

DATE: May 7, 2024

TO: Paul Buddenhagen, City Manager

FROM: Lilybell Nakamura, Human Resources Director

SUBJECT: **Resolution Of The City Council Of The City of Emeryville Approving and Adopting An Amendment To The Unrepresented Police Chief Compensation and Benefits In Conformance With California Code of Regulations Title 2, Section 570.5**

RECOMMENDATION

Staff recommends that the City Council of the City of Emeryville approve the resolution amending the Compensation and Benefits Plan for the unrepresented Police Chief position.

DISCUSSION

The City's Personnel Rules and Regulations state that Human Resources shall recommend a Compensation and Benefits Plan and that the City Council shall approve amendments to the Plan by resolution.

On July 18, 2023, the Board of Directors for the Management of Emeryville Services Authority (MESA) and the City Council approved the removal of the Police Chief from representation by the Confidential, Administrative, Managerial, and Professional Employees (CAMP) Association and moved the positions to the unrepresented department head group.

The following proposed salary increases are consistent with the other unrepresented Department Head positions and all represented employees.

Cost of Living Adjustments

- 3.5% effective the first full pay period following City Council approval of this agreement.
- 3.5% effective the first full pay period in July 2024
- 3.5% effective the first full pay period in July 2025

Recruitment and Retention Adjustments

- 1.5% effective the first full pay period following City Council approval of this agreement.
- 1.5% effective the first full pay period in July 2024

- 1.5% effective the first full pay period in July 2025

In addition to the salary increase, the City will provide a one-time lump sum payment equivalent to the value of a three and a half percent (3.5%) salary increase (including all premium pays and overtime) for the period of July 1, 2023 through the implementation of the three and a half percent (3.5%) salary increase referenced above.

The proposed market adjustment is recommended to be competitive with Police Chiefs in the comparable external agencies:

Market Adjustments

- 6% effective the first full pay period following City Council approval of this agreement.

Additionally, the same increases to benefits consistent with the unrepresented Department Heads are included as follows:

Medical Benefits and In-Lieu/Alternate Benefit

Effective the first full pay period following the City Council approval, the employer will pay 90% of the medical benefits plan selected by the employee inclusive of the required Public Employees Medical and Hospital Care Act (PEMHCA) amount and the employee will pay 10% of the medical benefits plan selected.

The City shall contribute ninety percent (90%) of the Kaiser - Region 1, single party premium per month for alternate benefits for eligible full-time employees who select medical-in-lieu/alternate benefits.

Holidays

Add Juneteenth holiday.

Bereavement

Effective the first full pay period following the City Council approval, the City shall increase paid bereavement leave from 3 to 5 days.

The following proposed benefits are consistent with the Police Management Association (PMA) as follows:

Uniform Allowance

The City will increase the uniform allowance by \$200.

Education Incentive

Effective the first full pay period following City Council approval of this agreement the City will provide 2% employees with a master's degree.

Chiropractic Care

The City shall maintain a self-insured chiropractic benefit of two hundred fifty dollars (\$250.00) for verified employee chiropractic services.

FISCAL IMPACT

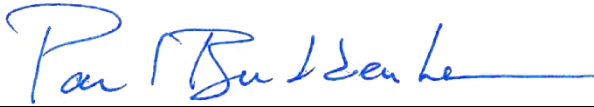
The estimated cost of these proposed changes is projected to be \$80,000 over the life of the 3-year agreement; a total increase of up to \$31,000 over the two-year approved budget for Fiscal Years 2024 and 2025. The third-year contract increase of \$32,000 will be included in the Fiscal Year 2026 budget.

CONCLUSION

Staff recommends that the City Council adopt the resolution approving an amendment to the Compensation and Benefits Plan for the unrepresented Police Chief position.

PREPARED BY: Lilybell Nakamura, Human Resources Director

APPROVED AND FORWARDED TO THE CITY COUNCIL OF THE CITY OF EMERYVILLE BY:



Paul Buddenhagen, City Manager

ATTACHMENTS:

- Resolution
- Compensation and Benefits Plan for Unrepresented tracked changes
- Compensation and Benefits Plan for Unrepresented clean