

RESOLUTION NO. _____

Resolution Of The Board Of Directors Of The Management Of Emeryville Services Authority (MESA) Amending The Pay And Benefits Plan For Unrepresented Employees Effective May 3, 2022

WHEREAS, the Management of Emeryville Services Authority (MESA) desires to provide unrepresented employees with an employee compensation and benefits program; and

WHEREAS, a periodic update of compensation and benefits for unrepresented employees employed under MESA will serve to attract and retain employees; and

WHEREAS, the Board of Directors desires to maintain proper classification and compensation of unrepresented employees based on assigned duties; and

WHEREAS, On July 5, 2016, Resolution MA22-16 updated the established comprehensive Pay and Benefits Plan for Unrepresented Employees to ensure the efficient administration of the plan while enhancing the agency's ability to effectively communicate the competitive pay and benefit package provided to employees; and

WHEREAS, the Pay and Benefits Plan for Unrepresented Employees requires an update to conform with pay and benefits provided to other bargaining unit groups; and

WHEREAS, the Pay and Benefits Plan for Unrepresented Employees has been updated to include pay adjustments in alignment with other bargaining unit groups, use of gender-neutral pronouns, updated PEMHCA medical insurance rates, CALPERS employee contribution rates and language relative to the administration of the Flexible Spending Plan due to a provider change.

RESOLVED, by the Board of the Management of Emeryville Services Authority hereby amends the comprehensive Pay and Benefits Plan for Unrepresented Employees as set forth in Attachment A, effective May 3, 2022:

Resolution No. _____

Resolution Amending Pay and Benefits Plan for Unrepresented Employees

MESA Meeting | May 3, 2022

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ADOPTED, by the Board of Directors of the Management of Emeryville Services Authority at a regular meeting held Tuesday, May 3, 2022, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

CHAIR

ATTEST:

APPROVED AS TO FORM:

SECRETARY

DocuSigned by:
John Kennedy
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LEGAL COUNSEL

ATTACHMENTS

- Exhibit A – Unrepresented Pay and Benefits Plan