

RESOLUTION NUMBER 5721

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PERRIS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA, AMENDING AND RESTATING THE PREVIOUSLY ADOPTED "CITY OF PERRIS SCHEDULE OF SALARY AND BENEFITS FOR MANAGEMENT EMPLOYEES" AND MAKING CERTAIN BENEFITS APPLICABLE TO THE CITY MANAGER; AND APPROVING, ADOPTING, AND IMPLEMENTING THE 2020-2021 CITY OF PERRIS SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

WHEREAS, Section 36506 of the California Government Code requires that the City Council fix the compensation of all appointive officers and employees by resolution or ordinance; and

WHEREAS, the City Council has historically adopted a resolution amending and restating "City of Perris Schedule of Salary and Benefits For Management Employees" to memorialize the salaries and benefits to be provided to certain designated central management employees, the City's department directors, as distinguished from mid-management, classified, and/or other City employees; and

WHEREAS, on or around September 26, 2017, the City Council most recently adopted the "City of Perris Schedule of Salary and Benefits For Management Employees" with approval of Resolution No. 5177, which amended and restated the "City of Perris Amended Schedule of Salary and Benefits For Management Employees"; and

WHEREAS, the City Council now desires to further amend and restate by resolution the "City of Perris Schedule of Salary and Benefits For Management Employees"; and

WHEREAS, the City Council adopted a resolution approving a successor Memorandum of Understanding between the City of Perris and Local 911 of the California Teamsters for the period of July 1, 2020 through June 30, 2021 and further approving the same level of benefits under applicable provisions for Non-Represented Confidential Employees; and

WHEREAS, in accordance with the Schedule of Salary and Benefits for Management Employees Article I Section 1.3, management employees shall receive at minimal the same benefits as those offered to City employees who are covered by the Memorandum of Understanding between the City of Perris and the Local 911 of the California Teamsters Union effective July 1, 2020 through June 30, 2021 for specified provisions of the MOU including longevity pay, holidays, vacation leave, sick leave, pay day and parking, training school fees, education reimbursement, fringe benefits, State disability insurance, and retirement benefits ("Schedule"); and

WHEREAS, by this Resolution, the "City of Perris Amended Schedule of Salary and Benefits For Management Employees" will be amended and restated as follows:

Salary and Wage Increases:

Affected Employees will receive a salary increase of 2% effective as soon as practicable with the first full payroll of July 2020.

Longevity Pay:

Affected Employees will receive a two and half (2 ½ %) percent salary increase for longevity premium pay at 10 years, 15 years and 20 years respectively, effective as soon as practicable.

Automobile Allowance:

Affected Employees shall receive a monthly automobile allowance or be assigned a City owned vehicle, as follows: Amended and reduced Executive Class from \$600 to \$500. Further amendment as follows: For employees hired after October 27, 2020 into the positions of Director of Administrative Services, Director of Finance, and/or Finance Manager, they are excluded from automobile allowance benefits.

Dental Plan:

The City shall contribute up to \$200 for monthly premiums toward either a Health Maintenance Organization (HMO) or Preferred Plan Option (PPO) dental plan for each Affected Employee, as elected by the Affected Employee.

Vision Care Reimbursement:

Affected Employees at all class levels shall be eligible for vision care reimbursement not to exceed \$850 per fiscal year. This amendment revised and reduced the Executive Class from \$1000 to \$850 and increased the Supervisory Class from \$650 to \$850.

Deferred Compensation:

The City shall increase from 4% to up to 5% of annual salary for Supervisor Class Employees the amount matched of the contributions of Affected Employees to the deferred compensation program.

WHEREAS, the City Manager shall receive certain benefits as those provided to management employees in the Schedule as described herein; and

WHEREAS, the City Council desires to amend certain other provisions of the City of Perris Amended Schedule of Salary and Benefits – Management Employees; and

WHEREAS, the City contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, the City Council now desires to update its publicly available pay schedule to reflect, where applicable, the changes made in the “City of Perris Amended Schedule of Salary

and Benefits – Management Employees” in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5; and

WHEREAS, the City Council desires to approve, adopt, and implement the 2020-2021 City of Perris Salary Range Placement Schedule (Management Only) pursuant to the requirements of California Code of Regulations, Title 2, Section 570.5.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF PERRIS, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The “City of Perris Amended Schedule of Salary and Benefits – Management Employees,” attached hereto as Exhibit “A” is hereby approved and adopted to be effective commencing July 1, 2020, and continuing until June 30, 2021, or until amended by resolution of the City Council.

Section 2. Except as otherwise governed by a written contract between the City Manager and the City, the City Manager shall receive the same benefits as the benefits provided in Section 1.3 of the “City of Perris Amended Schedule of Salary and Benefits – Management Employees.” For the purposes of the provision of such benefits, the City Manager shall be considered to be in the “Executive Class.”

Section 3. In accordance with California Code of Regulations, Title 2, Section 570.5, the City Council of the City of Perris does hereby approve, adopt, and implement the publicly available 2020-2021 City of Perris Salary Range Placement Schedule (Management Only) (“Schedule”) for management employees (as more particular described in the Schedule), a copy of said Schedule being attached hereto as Exhibit “B” and by this reference made a part hereof. The Schedule shall be effective the first full payroll after July 1, 2020.

Section 4. Any and all prior resolutions or agreements establishing salary and benefits for Management Employees designated in Exhibit “A” are hereby rescinded.

ADOPTED, SIGNED and **APPROVED** this 27th day of October, 2020.

Mayor, Michael M. Vargas

ATTEST:

City Clerk, Nancy Salazar

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) §
CITY OF PERRIS)

I, Nancy Salazar, CITY CLERK OF THE CITY OF PERRIS, CALIFORNIA, DO HEREBY CERTIFY that the foregoing Resolution Number 5721 was duly and regularly adopted by the City Council of the City of Perris at a regular meeting thereof held the 27th day of October, 2020, and that it was so adopted by the following called vote:

AYES: MAGAÑA, CORONA, RABB, ROGERS, VARGAS

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE

City Clerk, Nancy Salazar

Exhibit “A”
RESOLUTION NUMBER (NEXT IN ORDER)

City of Perris Amended Schedule of Salary and Benefits –
Management Employees

Exhibit “B”
RESOLUTION NUMBER (NEXT IN ORDER)

2020-2021 City of Perris
Salary Range Placement Schedule (Management Only)