

**RESOLUTION NUMBER 5873**

***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 2021-2022 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, as amended and restated from time to time, referred to as the "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 October 27, 2020, the City Council most recently adopted the "City of Perris Schedule of Salary and Benefits For Management Employees" with approval of Resolution No. 5721, 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 Tentative Agreement and a successor Memorandum of Understanding between the City of Perris and the California Teamsters Public, Professional And Medical Employees Union, Local 911 ("Union") for the period of July 1, 2021 through June 30, 2022 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 Union effective July 1, 2021 through June 30, 2022 for specified provisions of the Union 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 4.5% effective as soon as practicable in accordance with the 2021-2022 City of Perris Salary July 1, 2021.

**Telework Option:**

Affected Employees group is proposing to have the same option to telework at least one (1) day per work week, upon the City’s meet and confer with the Teamsters Local 911 Union, within 90 calendar days of the adoption of the successor 2021-2022 MOU.

**Flexible Savings Account (FSA):**

Affected Employees will receive a pre-tax Flexible Spending Account (FSA) for medical expenses and a pre-tax Flexible Spending Account (FSA) for dependent care expenses, effective as soon as practicable and implemented by the City.

*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 2021-2022 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, 2021, and continuing until June 30, 2022, 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 2021-2022 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, 2021.

Section 4. Any and all prior resolutions or agreements establishing salary and benefits for Management Employees designated in Exhibit “A” are hereby replaced and superseded by the 2021-2022 City of Perris Salary Range Placement Schedule (Management Only).

***ADOPTED, SIGNED and APPROVED*** this 9th day of November 2021.

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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 5873 was duly and regularly adopted by the City Council of the City of Perris at a regular meeting thereof held the 9th day of November, 2021, and that it was so adopted by the following called vote:

AYES: NAVA, CORONA, RABB, ROGERS, VARGAS

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE

\_\_\_\_\_  
City Clerk, Nancy Salazar

Exhibit A – Amended Schedule of Salary and Benefits – Management Employees

Exhibit B – Salary Range Placement Schedule (Management Only) 2021-2022

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)*

2021-2022 City of Perris  
Salary Range Placement Schedule (Management Only)