

City of Piedmont
COUNCIL AGENDA REPORT

DATE: April 16, 2018

TO: Mayor and Council

FROM: Paul Benoit, City Administrator

SUBJECT: Consideration of Employment Resolutions for the Following Unrepresented Labor Groups for the Period of 07/01/2017 through 06/30/2021:

- a) Confidential Unit
- b) Professional, Technical and Supervisory Unit
- c) Recreation/Childcare Group
- d) Mid-Management Employees (Building Official; Parks & Projects Manager; Police Captain; and Support Services Commander)
- e) Management Employees (City Clerk, Finance Director, Fire Chief, Planning Director, Police Chief, Public Works Director, and Recreation Director)

RECOMMENDATION

Approve Compensation and Benefits Resolutions between the City of Piedmont and the unrepresented labor groups and individuals effective July 1, 2017 through June 30, 2021.

BACKGROUND

All terms of the attached Compensation and Benefits Resolutions are fully reflective of City Council directives and have been agreed to by the unrepresented labor groups. Key provisions of the agreements are as follows:

- Retiree Medical
A primary negotiating goal of the City was to control future costs associated with retiree healthcare. City payments will be limited to the minimum required by CalPERS, commonly known as the PEMCHA minimum, for employees hired on or after May 1, 2018. Currently, the City contributes up to \$1,447 per month for a retiree with family coverage. The change to the PEMCHA minimum would lower the City's contribution for future hires to \$133 per month (2018 rate). Current actuarial data indicates the City would reduce its estimated contributions to the OPEB trust fund by approximately \$5.9 million and reduce benefits paid to retirees by \$0.3 million over the next 15 years.

approved and accredited college or junior college during non-work hours. Additionally, the City encourages and supports staff to pursue, during non-work hours, professional development training in order to increase their job skills and knowledge for their current position or advancement opportunities. A variety of professional development activities can be reimbursed, such as fees for workshops, seminars, or adult school classes.

To be eligible for approval for reimbursement, the subject matter content of the course is related to the employee's work assignment promotional opportunities, transfer opportunities, or the course is required for the attainment of a degree or certificate program. The maximum reimbursement amount is one thousand dollars (\$1,000) per fiscal year.

The employee must have his/her request approved by the City Administrator, which approval is subject to available budgeted funds, prior to enrolling in the course in order for the employee to be assured of reimbursement. Upon completion of the course, the employee must submit appropriate receipts, along with a copy of the grade sheet or certificate indicating attendance in, or a passing grade in order to be eligible for reimbursement.

11.5 Child Care Programs

The children of the Recreation Director are eligible to attend the Skipping Stones and Schoolmates programs at no charge. Eligibility to attend the Skipping Stones program is based upon availability.

BE IT FURTHER RESOLVED that Resolution No. 103-14 is hereby rescinded, and that this resolution shall constitute the sole statement of compensation and benefits for the Recreation Director of the City of Piedmont until June 30, 2021.