

RESOLUTION NO. 2941

A RESOLUTION OF AGREEMENT BETWEEN  
THE CITY OF EL PASO DE ROBLES AND THE  
MANAGEMENT/CONFIDENTIAL UNIT EMPLOYEES

WHEREAS, the Government Code of the State of California prescribes a procedure for resolving matters regarding wages, hours and other terms and conditions of employment; and

WHEREAS, the City Code Section 2.44.020 and 2.44.040, provide for adoption of salaries and wages by resolution.

NOW, THEREFORE, BE IT RESOLVED that those employees of the City of El Paso de Robles within the Management Confidential Unit, as defined by Resolution No. 2008, as amended by Resolution No. 2026, shall be subject to the following wages, hours and other terms and conditions of employment as provided for in the Memorandum of Understanding attached hereto and marked Exhibit "A".

PASSED AND ADOPTED this 18th day of September, 1984.

  
MAYOR PRO TEM BETTY COUSINS

ATTEST:

  
CITY CLERK, JOHN McCARTHY

EXHIBIT "A"

MEMORANDUM BETWEEN THE CITY OF PASO ROBLES  
AND ITS MANAGEMENT/CONFIDENTIAL UNIT EMPLOYEES

1. Term of the Memorandum of Understanding. The term of the M.O.U. shall be for one year commencing July 1, 1984.
2. The following salary schedule for Management/Confidential Unit Employees is effective as of the first of July, 1984.

Range Salary Schedule

|                                |    |           |
|--------------------------------|----|-----------|
| Assistant City Engineer        | 42 | 2015-2556 |
| Administrative Asst.           | 42 | 2015-2556 |
| Airport Manager                | 42 | 2015-2556 |
| Bookkeeper I                   | 24 | 1180-1500 |
| Bookkeeper II                  | 27 | 1291-1639 |
| Director of Municipal Services | 53 | 2790-3527 |
| Director of Parks & Rec.       | 42 | 2015-2556 |
| Finance Director               | 53 | 2790-3527 |
| Fire Chief                     | 45 | 2201-2783 |
| Fire Prevention Officer        | 37 | 1736-2201 |
| Librarian                      | 39 | 1846-2338 |
| Park Superintendent            | 37 | 1736-2201 |
| Planning Director              | 47 | 2338-2959 |
| Police Lt.                     | 42 | 2015-2556 |
| Recreation Supt.               | 32 | 1500-1900 |
| Secretary to the C.M.          | 32 | 1500-1900 |
| Senior Citizen Coordinator     | 37 | 1736-2201 |
| Street Superintendent          | 39 | 1846-2238 |
| Wastewater Superintendent      | 39 | 1846-2338 |
| Water Superintendent           | 39 | 1846-2338 |

3. Effective July 1, 1984 the City will grant a 5.75% salary increase to the Management/Confidential Unit.
4. HOLIDAYS: The following days shall be paid holidays for Management/Confidential employees during the 1984-85 fiscal year:

|                  |                        |
|------------------|------------------------|
| Independence Day | Christmas Day          |
| Labor Day        | New Year's Day         |
| Veteran's Day    | Washington's Birthday  |
| Thanksgiving Day | Day after Thanksgiving |
| Memorial Day     |                        |

Additionally, Confidential Employees will receive a paid "Birthday Holiday". The holiday may be taken after the birthday only if work requirements of the department permit. When his/her birthday falls on another holiday to which he/she is entitled, or a regularly scheduled day off, the birthday holiday shall be observed, if possible, on the day immediately preceding or following the day of his/her birthday. If he/she is required to work on his/her birthday, the employee shall be given a

substitute day off with pay at straight time on a day designated by the department head. Under no circumstances shall holiday pay be allowed for work performed on a birthday.

When any of the listed holidays falls on Saturday, it will be recognized on Friday. If it falls on Sunday, it will be recognized on Monday.

Further, each day designated or proclaimed by the President of the United States or the Governor of the State of California for a public fast, Thanksgiving or holiday, provided such designation or proclamation is also designated by the City, will be declared a holiday.

#### 5. INSURANCE PROGRAMS:

A. Life Insurance: During the term of this Memorandum of Understanding the City shall pay to the insurance carrier 100% of all Management/Confidential employees' premiums payable. All eligible employees shall be covered by a \$50,000 coverage plan with double indemnity.

B. Current Major Medical and Hospitalization Insurance: For the term of this agreement, the City agrees to pay the full cost of health insurance for the employee and dependents.

C. Current Dental Coverage: For the term of this agreement, the City agrees to pay full cost of dental insurance for the employee and dependents.

D. Vision Coverage: For the term of this agreement, the City agrees to pay the full cost of vision insurance for the employee and dependents.

6. The City will pay 7% of the employees' contribution to P.E.R.S. City will pay 0.25% to payroll to PERS for conversion of sick leave to retirement benefit at the rate of 250 days sick leave for one additional year of service credit.

7. PHYSICAL EXAMINATIONS: The City shall pay the cost of a physical examination for the Management/Confidential employees. The City will not pay for a physical examination (including lab work, x-ray, treadmill, etc.) in excess of \$125.00 per year. Payment to the employee will be mailed upon verification of cost.

8. The City agrees that the benefits (other than those mentioned) which are in existence as of July 1, 1983, shall be maintained during the term of this agreement.

STATE OF CALIFORNIA  
COUNTY OF SAN LUIS OBISPO  
CITY OF EL PASO DE ROBLES

} SS.

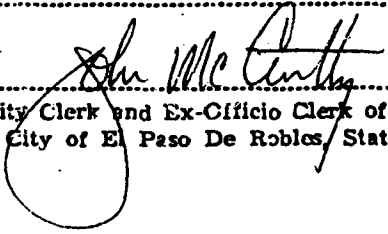
I, John R. McCarthy, City Clerk of the City of El Paso de Robles, California, do hereby certify that the foregoing Resolution No. 2941 was duly and regularly adopted, passed, and approved by the City Council of the City of El Paso de Robles, California, at a regular meeting of said City Council held at the regular meeting place thereof, on the 18th day, of September 19 84, by the following vote:

AYES: Councilmen Cousins, Ovitt, Russell and Thorndyke

NOES: Councilmen None

ABSENT: Councilmen Stemper

Dated this 18th day of September, 19 84.

  
City Clerk and Ex-Officio Clerk of the City Council,  
City of El Paso De Robles, State of California.