

RESOLUTION NO.97 - 73

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL PASO DE ROBLES
AMENDING THE COMPENSATION AND BENEFIT PLAN
FOR NON-REPRESENTED PROFESSIONAL & MANAGEMENT WORKERS
EFFECTIVE OCTOBER 1, 1996 - MARCH 31, 1999**

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

WHEREAS, the Paso Robles Municipal Code Section 2.40.030(c) provides that appointive officers and employees shall receive such compensation as may be fixed by resolution of the City Council; and

WHEREAS, Resolution 94-146 did establish and set forth salaries and benefits for Non-Represented professional & management workers; and

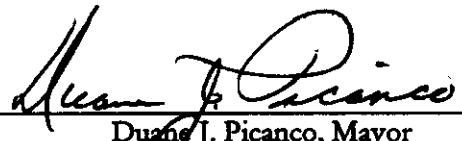
WHEREAS, the workers and City representatives did meet and confer and reach tentative agreements concerning amendments to the compensation and benefit plan;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of El Paso de Robles that the Professional & Management Staff Compensation & Benefit Plan is hereby amended as provided at Exhibit A, attached hereto and included herein by reference, effective October 1, 1996 - March 31, 1999.

AND, BE IT FURTHER RESOLVED that the City Manager is authorized to appropriate \$50,000 for Fiscal Year 1996/97 costs from unappropriated general and enterprise fund revenues, as appropriate and determined by the City Manager.

PASSED AND ADOPTED this 20th day of May, 1997, by the following vote:

AYES:	Baron, Iversen, Macklin, Swanson, & Picanco
NOES:	None
ABSENT:	None



Duane J. Picanco, Mayor

ATTEST:



Madelyn Paasch, City Clerk

NON-REPRESENTED PROFESSIONAL & MANAGEMENT STAFF

COMPENSATION & BENEFIT PLAN AMENDMENTS

| October 1, 1996 - March 31, 1999 |

Compensation

Effective upon adoption of this amendment, future wage rates shall be set in accordance with a five-step pay range structure as provided below:

<u>Classification</u>	<u>Monthly Pay Steps</u>				
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Executive Manager II/III	\$5015	\$5325	\$5654	\$6003	\$6374
Executive Manager I	\$4170	\$4428	\$4701	\$4991	\$5300
Professional Manager III	\$4170	\$4428	\$4701	\$4991	\$5300
Professional Manager II	\$3700	\$3928	\$4171	\$4428	\$4702
Professional Manager I	\$2912	\$3092	\$3283	\$3485	\$3701
Confidential Assistant	\$2237	\$2374	\$2520	\$2676	\$2840

No wage rate adjustments shall be effected upon adoption of this amendment. Progress to the next pay step, if not at Step E or above, shall be based upon performance measured annually. Merit step adjustments may be considered effective April 1, 1998.

Deferred Compensation

Effective June 20, 1997, \$2,500 will be contributed to each full time employee deferred compensation account. Beginning Fiscal Year 1997/98, the City will contribute up to \$2,500 per fiscal year (\$96.15 per bi-weekly pay period).

Beginning Fiscal Year 1998/99, the City will contribute up to an additional \$1,200 per fiscal year (\$46.15 per bi-weekly pay period).

All deferred compensation contributions, including those already on deposit pursuant to previous agreements, are fully vested in the employee and shall not be available to the City.

Other

Administrative Leave shall be increased by eight (8) hours annually effective January 1, 1997.

Retiree Medical Insurance - Effective upon adoption, City contribution for full-time employee retirees will be \$100 monthly. Effective January 1, 1998, contribution rate will increase to \$150 monthly.

Medical Reimbursement - Effective January 1, 1998, medical reimbursement shall increase to \$250 annually.

P.E.R.S. - Effective January 1, 1998, the City shall amend its PERS plan to allow for Military Service Credit.

All other benefits continue at current prescribed levels.

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