

June 26, 2012

TO: The Honorable Mayor and City Council

FROM: Teresia Haase, Human Resources Director

SUBJECT: **ADDITIONAL INFORMATION – ITEM 16.03 LONGEVITY ADD
PAY FOR UNREPRESENTED EMPLOYEE GROUP**

On June 19, 2012, Council approved a resolution to implement the extension to the eligibility period for Longevity Pay through July 1, 2012, for the unrepresented employee group. This change was inadvertently left out of the version of the Unrepresented Management/Confidential and Law Compensation Plan submitted as Exhibit 1 to Resolution 3 of agenda item 16.03 for the June 26th City Council Agenda packet.

Attached is the corrected page of the section in Exhibit 1 to Resolution 3 pertaining to Longevity Pay for the Unrepresented Management/Confidential and Law Compensation Plan. The only change to Exhibit 1 to Resolution 3 is a single reference to the date of August 1, 2011 to July 1, 2012 in the second line from bottom of page 25 of the Exhibit, which is page 288 of the agenda packet. The correct date of July 1, 2012 is printed in red text.

Respectfully submitted,



TERESIA HAASE
DIRECTOR OF HUMAN RESOURCES

cc: City Manager
City Attorney

Unrepresented Management/Confidential Employees' Compensation Plan

~~the total unused sick leave balance as of July 31, 2011 at its current cash value as of July 31, 2011. Any sick leave accrued on or after August 1, 2011, shall have no cash value. Unused sick leave that is not cashed out shall be used for service credit under the CalPERS contract.~~ **Effective February 17 2012, all sick leave shall have no cash value upon separation of employment and employees shall not be allowed to cash out unused sick leave. Employees shall be eligible for CalPERS service credit for unused sick leave at retirement based on the PERS contract provisions in effect at the time of their hire.**

~~(b) Payment for Unused Sick Leave for Unit Employees Hired on or after August 1, 2011~~

~~(1) Employees covered by this Plan who have a City hire date on or after August 1, 2011 shall not receive any cash payout of any sick leave upon separation from City employment for any reason.~~

~~(2) Employees hired by the City are eligible to convert unused sick leave towards CalPERS service credit based on the PERS contract benefits in effect at the time of their hire by the City.~~

Section 9 Educational Incentive Pay

Effective August 1, 2011, the Educational Incentive Pay of 3% will be eliminated.

Section 10 Longevity Pay (Professional Growth Pay)

Effective August 1, 2011, all longevity pay shall be eliminated for all employees covered by this Plan. However, the City shall grandfather only those employees who have completed twelve (12) continuous years of service with the City as of August 1, 2011 **July 1, 2012**, and who are receiving a Longevity Pay of 2.5% as of that date. Employees as of August 1, 2011