

RESOLUTION NO. 5318

A RESOLUTION OF THE CARPINTERIA CITY COUNCIL
APPROVING AND ADOPTING REVISIONS TO THE
COMPENSATION SCHEDULE FOR HOURLY RATED EMPLOYEES

WHEREAS, the City of Carpinteria employs hourly rated and hourly basis employees, including but not limited to non-career positions, seasonal employees, temporary employees and part-time employees who are required to work less than 2080 hours per fiscal year; and,

WHEREAS, rates of pay and conditions of employment for hourly rated and/or hourly basis employees are not subject to, nor they have employment rights of the personnel system as described in the City of Carpinteria Personnel System Rules and Regulations and the Employer-Employee Relations Policy for regular employees; and,

WHEREAS, a uniform basis for recognizing compensation levels for this category of employee is essential to the effective and efficient operation of the City.

WHEREAS, an adjustment to reduce hourly rated compensation levels by 5% for positions with compensation of \$10.00 or more per hour is necessary to conserve funds due economic downturn and fiscal constraints.


NOW, THEREFORE, THE CARPINTERIA CITY COUNCIL HEREBY RESOLVES THAT the Compensation Schedules, attached as Exhibit A for the City of Carpinteria is hereby approved and implementation by the City Manager is authorized, and

PASSED, APPROVED AND ADOPTED this 31st day of May, 2011 by the following called vote:

AYES: COUNCIL MEMBER: Reddington, Armendariz, Stein, Carty, Clark
NOES: COUNCIL MEMBER: None
ABSENT: COUNCIL MEMBER: None

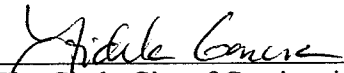


Mayor, City of Carpinteria

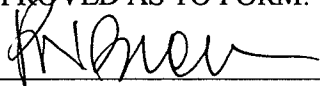
ATTEST:


City Clerk, City of Carpinteria

I hereby certify that the foregoing Resolution was duly and regularly introduced and adopted at a special meeting of the City Council of the City of Carpinteria held the 31st day of May, 20011.



City Clerk, City of Carpinteria

APPROVED AS TO FORM:


City Attorney

RESOLUTION NO. 5319

**A RESOLUTION OF THE CARPINTERIA CITY COUNCIL
APPROVING AND ADOPTING REVISIONS TO THE
CONDITIONS OF EMPLOYMENT FOR MANAGEMENT PERSONNEL
AND AMENDING RESOLUTION NO. 5013**

WHEREAS, the City of Carpinteria addresses conditions of employment for at-will management-level employees separately from miscellaneous and classified employees; and,

WHEREAS, this classification of employee includes Department Directors, and other management, mid-management and supervisory positions; and,

WHEREAS, the Carpinteria City Council wishes to update the Conditions of Employment and the Classification/Compensation Program for this classification to respond to increasing benefit costs and other conditions affecting City finances and to insure that the City remains competitive; and,

WHEREAS, the City Council desires to amend Resolution No. 5013, the Conditions of Employment for Management Personnel, effective July 1, 2006, relating to conditions of employment for those employees classified as management employees, as follows:

1. Furloughs – Employees will be required to take forty (40) furlough work hours during the workweek of December 23, 2011 to December 30, 2011. Employees may elect to use their leave bank cash out hours to offset pay reduction due to furlough days.
2. Leave Bank – Effective July 1, 2011, employees may cash out up to 80 hours (including any hours cashed out for furlough time) of unused leave per fiscal year. Leave bank accrual shall be capped at the annual accrual amount plus 120 hours. Employees will have the same treatment of accrued leave upon termination. This supersedes all related provisions of the Conditions of Employment for Management Personnel.
3. Retirement – Effective with the first full pay period after July 1, 2011, the level of Employer Paid Member Contribution (“EPMC”) shall be reduced from seven percent (7%) to four percent (4%) of compensation earnable. Employees shall pay three percent (3%) of the remainder of the statutorily mandated employee contribution to California Public Employees' Retirement System (CalPERS) through payroll deductions. If legally permissible, the City will have this contribution apply to the EMPC to CalPERS under Government Code section 20516. This supersedes all related provisions of the Conditions of Employment for Management Personnel.
4. Other - All other provisions of the Conditions of Employment for Management Personnel will remain unchanged with the exception of provisions that will be updated to reflect changes in the law (e.g. Family Medical Leave Act).

NOW, THEREFORE, THE CARPINTERIA CITY COUNCIL HEREBY RESOLVES THAT the amendments to the Conditions of Employment for Management Personnel of the City of Carpinteria described herein are hereby approved and implementation by the City Manager is authorized.

PASSED, APPROVED AND ADOPTED this 31st day of May, 2011 by the following called vote:

AYES: COUNCIL MEMBER: Reddington, Armendariz, Stein, Carty, Clark
NOES: COUNCIL MEMBER: None
ABSENT: COUNCIL MEMBER: None



Mayor, City of Carpinteria

ATTEST:




City Clerk, City of Carpinteria

I hereby certify that the foregoing Resolution was duly and regularly introduced and adopted at a regular meeting of the City Council of the City of Carpinteria held the 31st day of May, 2011.



City Clerk, City of Carpinteria

APPROVED AS TO FORM:



City Attorney

RESOLUTION NO. 5320

A RESOLUTION OF THE CARPINTERIA CITY COUNCIL
APPROVING AND ADOPTING
CONDITIONS OF EMPLOYMENT FOR MISCELLANEOUS PERSONNEL

WHEREAS, the City of Carpinteria addresses conditions of employment for full time miscellaneous employees separately from management and classified employees; and,

WHEREAS, this classification of employee includes the following positions: Assistant Planner, Associate Planner, Code Compliance Officer I and II, Community Development Technician, Administrative Assistant (confidential), Management Assistant (confidential) Management Analyst and Pool Superintendent; and,

WHEREAS, these positions are not classified as management employees nor are they represented by Service Employees International Union (SEIU) Local 620; and,

WHEREAS, miscellaneous employees are eligible to receive the same basic benefits concerning issues of wages, hours, and terms and conditions of employee as do other non-management full time persons in the employment of the City; and,

WHEREAS, the Carpinteria City Council wishes to update the conditions of employment and the Classification/Compensation Program for this classification to respond to increasing benefit costs and other conditions affecting City finances and to insure that the City remains competitive; and

WHEREAS, it is the desire of the City Council to amend the conditions of employment for those employees classified as miscellaneous employees as follows:

1. Furloughs – Employees will be required to take forty (40) furlough work hours during the workweek of December 23, 2011 to December 30, 2011. Employees may elect to use their leave bank cash out hours to offset pay reduction due to furlough days.

Non-exempt employees who do not wish to use leave bank cash out hours during the furlough week, may elect, effective with the first full pay period after July 1, 2011, to voluntarily contribute 1.538 hours (40 divided by 26 pay periods) of pay per pay period for 26 pay periods to a furlough bank which can be used as pay for the furlough during the week of December 23, 2011 to December 30, 2011. Employees who leave employment prior to December 23, 2011, will have the value of their furlough bank cashed out. Employees who leave employment after December 23, 2011, will have the value of furlough time not covered by their furlough bank withheld in their last paycheck. An employee's (hourly) rate of pay will not change.

2. Leave Bank – Effective July 1, 2011, employees may cash out up to 80 hours (including any hours cashed out for furlough time) of unused leave per fiscal year. Leave bank accrual shall be capped at the annual accrual amount plus 120 hours. Employees will have the same treatment of accrued leave upon termination. This supersedes all related provisions.

3. Retirement – Effective with the first full pay period after July 1, 2011, the level of Employer Paid Member Contribution (“EPMC”) shall be reduced from seven percent (7%) to four percent (4%) of compensation earnable. Employees shall pay three percent (3%) of the remainder of the statutorily mandated employee contribution to California Public Employees' Retirement System (CalPERS) through payroll deductions. If legally permissible, the City will have this

contribution apply to the EMPC under Government Code section 20516. This supersedes all related provisions.

4. Other - All other terms and conditions of employment for miscellaneous personnel will remain unchanged and in effect with the exception of policies that will be updated to reflect changes in the law (e.g. Family Medical Leave Act).

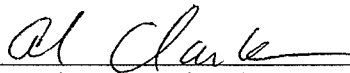
NOW, THEREFORE, THE CARPINTERIA CITY COUNCIL HEREBY RESOLVES THAT the amended terms and conditions of employment for miscellaneous employees of the City of Carpinteria is hereby approved and implementation by the City Manager is authorized.

PASSED, APPROVED AND ADOPTED this 31st day of May, 2011 by the following called vote:

AYES: COUNCIL MEMBER: Reddington, Armendariz, Stein, Carty, Clark

NOES: COUNCIL MEMBER: None

ABSENT: COUNCIL MEMBER: None




Mayor, City of Carpinteria

ATTEST:



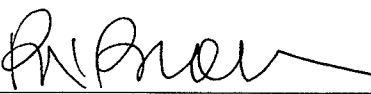
City Clerk, City of Carpinteria

I hereby certify that the foregoing Resolution was duly and regularly introduced and adopted at a special meeting of the City Council of the City of Carpinteria held the 31st day of May, 2011.



City Clerk, City of Carpinteria

APPROVED AS TO FORM:



City Attorney