

RESOLUTION NO. 82 -2022

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
PORTERVILLE AMENDING THE EMPLOYEE PAY AND BENEFIT PLAN  
PERTAINING TO MANAGEMENT AND CONFIDENTIAL SERIES EMPLOYEES

WHEREAS, the City Council has determined and reiterated that an Employee Pay and Benefit Plan, Classification Plan, Personnel System Rules and Regulations, Health Plan and Retirement Plan are essential for the proper administration of the City's affairs, including employee recruitment and retention, and for proper supervision of City Employees; and

WHEREAS, the City Council recognizes the necessity of amending and/or changing the contents of such plans and regulations from time to time, and of executing instruments to implement and to keep the provisions thereof current, and to maintain the relevancy of the same; and

WHEREAS, there has been concurrence on a Memorandum of Understanding with the Management and Confidential Series ("MCS") for the period from July 1, 2022, until June 30, 2025, covering provisions to amend the Employee Pay and Benefit Plan, as they relate to employees holding positions represented by such recognized employee organization.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Porterville that the Employee Pay and Benefit Plan for employees holding positions represented by the aforementioned recognized employee organization, is hereby amended as follows:

- I. Term:  
The term of the Memorandum of Understanding shall be three (3) years, from July 1, 2022 through June 30, 2025.
- II. Salary:  
Effective July 1, 2022, MCS employees shall receive a five percent (5%) salary increase.  
  
Effective July 1, 2023, MCS employees shall receive a two percent (2%) salary increase.  
  
Effective July 1, 2024, MCS employees shall receive a two percent (2%) salary increase.

III. Adjustments to Position Pay Plan

In an ongoing effort to attain internal parity for positions with like responsibilities, effective the pay-period after the Memorandum of Understanding is fully executed and officially accepted, or as soon thereafter as possible, salaries for the following positions shall be adjusted as follows:

<u>Accountant I:</u>	From Range 187 to Range 198
<u>Accountant II:</u>	From Range 215 to Range 212
<u>Utility Billing Supervisor:</u>	From Range 170 to Range 198
<u>Shop Superintendent:</u>	From Range 209 to Range 213

IV. Employee Service Awards:

Effective June 1, 2022, the Employee Service Awards section of the City of Porterville Employee Pay & Benefit Plan (Section III (P)), shall be amended as follows:

In an effort to retain and reward existing employees for their loyal continuous service, and to effectively attract and recruit new employees to the City of Porterville, all regular full-time employees, including provisional employees, and part-time employees who work 1560 hours or more annually, shall be eligible to receive Employee Service Awards for continuous years of service to the City of Porterville, as follows:

<u>Years of Continuous Service</u>	<u>Award Amount</u>
5	\$5,000
10	\$5,000
15	\$5,000
20	\$5,000
25	\$5,000
30	\$5,000

Payments shall be made to employee during the quarter in which the employee's anniversary date falls, in five year increments as identified above. Employee must work the full five-year increment to be eligible for said pay.

Only continuous, uninterrupted service with the City of Porterville is eligible for award. Should an employee leave the service of the City of Porterville and then subsequently return, the employee's years of service shall reset to zero.

Service as a probationary employee and/or provisional employee is eligible. Part-time employees who work twelve (12) months per year, for a minimum of 1560 hours annually in years for continuous, uninterrupted years of service are eligible.

Employees with at least five (5) continuous, uninterrupted years and up to thirty (30) continuous years of service with the City of Porterville as of the date that this Memorandum of Understanding is fully executed and officially accepted, will be acknowledged and eligible to receive their Employee Service Award effective the pay-period after the MOU is fully executed and officially accepted, or as soon thereafter as possible.

Subsequent to the initial payments made pursuant to this Employee Service Award benefit, payments shall be made on a quarterly basis as defined herein.

- V. Holidays:  
Effective immediately, Section III (F) of the Employees Pay & Benefit Plan shall be amended to add Martin Luther King Day as a recognized municipal holiday for which city offices shall be closed.
- VI. 2025/2026 Negotiations:  
Labor negotiations for the 2025/2026 Fiscal Year shall begin no later than March 1, 2025.
- VII. Statement of Continuing Benefits and Working Conditions:  
All other terms and conditions previously negotiated and subsequently approved and implemented by appropriate authority shall, unless herein expressly modified or eliminated, remain in full force and effect until such time as they are subsequently modified or eliminated through the meet and confer process and mutually agreed upon by the City and MCS.

BE IT FURTHER RESOLVED that the Mayor of the City of Porterville is hereby authorized to execute those documents as are necessary to implement the provisions hereof.

PASSED, APPROVED AND ADOPTED this 16th day of August, 2022.



Martha A. Flores, Mayor

ATTEST:  
John Lollis, City Clerk

By:   
Patrice Hildreth, Chief Deputy City Clerk


STATE OF CALIFORNIA     )  
CITY OF PORTERVILLE    )     SS  
COUNTY OF TULARE     )

I, JOHN D. LOLLIS, the duly appointed City Clerk of the City of Porterville do hereby certify and declare that the foregoing is a full, true and correct copy of the resolution passed and adopted by the Council of the City of Porterville at a meeting of the Porterville City Council duly called and held on the 16<sup>th</sup> day of August, 2022.

Said resolution was duly passed, approved, and adopted by the following vote:

Council:	FLORES	CARRILLO	STOWE	TATE	<i>Vacant</i>
AYES:	X	X	X	X	
NOES:					
ABSTAIN:					
ABSENT:					

JOHN D. LOLLIS, City Clerk

By:   
Fernando Gabriel-Moraga, Deputy City Clerk