

**RESOLUTION NO. 2021-57**

**A RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF COACHELLA, CALIFORNIA, APPROVING THE AMENDMENTS  
TO THE CITY OF COACHELLA MANAGEMENT EMPLOYEE COMPENSATION  
PLAN**

**WHEREAS**, at its meeting of March 14, 2007, the City Council approved Resolution No. 2007-11, which established a comprehensive policy covering the compensation, benefits and employment status of specified “at will” management employees, referred to as the Management Employee Compensation Plan.

**WHEREAS**, the Plan was last amended on July 31, 2019, staff is recommending amendments that reflect position changes in the employee group since that time and corrections to benefit language to reflect the City’s current policies. The amendments are:

1. Add the positions of Director of Economic Development, Assistant Community Development Director, and Public Information Officer. Council approved these positions in FY 20/21.
2. Salaries – Appendix A reflects a 3.5% COLA effective July 1, 2021 and Appendix B reflects a 3.5% COLA effective July 1, 2022.
3. Retirement language updated to reflect City’s contribution towards retiree medical premiums.
4. Notification of Sickness. Language updated to reflect existing law under SB 579.
5. Holidays. June 19, Juneteenth, added to the paid holiday schedule.
6. Longevity Pay. New language. City Management employees shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous\* service with the City. Longevity pay shall be paid on all paid hours up to an employee’s standard hours and shall not be considered when determining the appropriate rate of pay for a promotion or demotion. Longevity payments will be effective July 1, 2022.

TOTAL COMPLETED SERVICE	COMPENSATION
31,200 Continuous Service Hours (15 years)	2%

\*For purposes of this section, continuous service hours includes periods of service from the initial date of hire through an employee’s severance with the City in specific instances when the City initiates lay-off actions for economic reasons and the employee was subsequently re-hired. Additionally, part-time service hours are excluded from the calculation of continuous service hours.

**NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED** by the City Council of the City of Coachella, as follows:

**Section 1. Incorporation of Recitals.** The City Council hereby finds and determines that the foregoing Recitals of this Resolution are true and correct and hereby incorporated into this Resolution as though fully set forth herein.

**Section 2.** **Title.** Adopt Resolution No. 2021-57, a Resolution of the City Council of Coachella, California, Approving Amendments to the City of Coachella Management Employee Compensation Plan.

**PASSED, APPROVED and ADOPTED** this 8<sup>th</sup> day of September 2021.

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Steven A. Hernandez  
Mayor

**ATTEST:**

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Angela M. Zepeda  
City Clerk

**APPROVED AS TO FORM:**

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Carlos Campos  
City Attorney

STATE OF CALIFORNIA            )  
COUNTY OF RIVERSIDE        ) ss.  
CITY OF COACHELLA            )

**I HEREBY CERTIFY** that the foregoing Resolution No. 2021-57 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 8<sup>th</sup> day of September 2021, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Andrea J. Carranza, MMC  
Deputy City Clerk