



STAFF REPORT
6/28/2023

TO: Honorable Mayor and City Council Members

FROM: Dr. Gabriel Martin, City Manager

SUBJECT: Resolution No. 2023-31 Approving Amendments to the City of Coachella Management Employee Compensation Plan

STAFF RECOMMENDATION:

Staff recommends that the City Council approve Resolution No. 2023-31 approving amendments to the City of Coachella Management Employee Compensation Plan; authorizing the City Manager to execute said Plan; and authorize the City Attorney to make non-substantive changes.

BACKGROUND:

On March 14, 2007, the City Council adopted Resolution No. 2007-11 approving the establishment of a comprehensive policy covering the compensation, benefits and employment status of specified “at will” management employees, referred to as the Management Employee Compensation Plan. The Plan was last amended by Council on September 8, 2021. A summary of the new terms are outlined below and included in the attached proposed Compensation Plan:

1. Salaries (Section 4)
Employees will receive a 7% COLA effective 7/1/23; a 5% COLA effective 7/1/24; a 4% COLA effective 7/1/25; and a 3% COLA effective 7/1/26.
2. Retirement (Section 5A, 5D)
Updated language. PEPRAs rate increasing to 7.75% effective 7/1/23. City’s contribution for retiree’s medical premium remains at \$647.00 for the term of the contract.
3. Health Insurance (Section 6A)
Updated language. CalPERS renamed PERS Choice to PERS Platinum.
4. Administrative Leave (Section 6G)
Updated language. Employees whose trackable hours show that they have worked 120 hours or more above their normal work schedule during the fiscal year will receive one hour of additional administrative leave returned to their leave bank for every hour worked in excess of 120 hours.

5. Holidays (Section 6H)
Indigenous Peoples' Day (October 9) added to the paid holiday schedule.
6. Vacation (Section 6I)
Updated language. Employees with 16 years or more of service may cash in up to one hundred sixty (160) hours of vacation annually (based on a fiscal year: July 1– June30).
7. Longevity Pay (Section 6L)
Updated language. Employees with 20 years of service shall be eligible for 4% longevity pay.

ALTERNATIVES:

Do not approve the amendments to the City of Coachella Management Employee Compensation Plan.

FISCAL IMPACT:

The total fiscal impact to all funds for FY 23/24 is \$80,450. The budget adjustment has been included in the FY 23/24 annual operating budget.

Attachments:

Resolution No. 2023-31

Proposed Management Employee Compensation Plan Agreement