

## RESOLUTION NO. 2023-31

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COACHELLA, CALIFORNIA, APPROVING 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 September 8, 2021, staff is recommending Council approve the following revisions:

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. PEPRA 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.

**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. 2023-31, 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 28th day of June, 2023.

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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. 2023-31 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 28<sup>th</sup> day of June, 2023, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Delia Granados  
Deputy City Clerk