

**RESOLUTION NO. 2021-110**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL GARDENS, CALIFORNIA, ESTABLISHING AND MEMORIALIZING COMPENSATION AND BENEFITS FOR THE NON-REPRESENTED, FULL-TIME EXECUTIVE MANAGEMENT, MID-MANAGEMENT AND CONFIDENTIAL EMPLOYEES**

**WHEREAS**, the City Council is committed to a compensation policy that strengthens the recruitment and retention of well qualified and effective managers and confidential employees; and

**WHEREAS**, the employees in the following job classifications are not represented by a formal bargaining unit, and the City Council, through City Manager recommendation, has recognized the need to formally memorialize and assemble a compensation and benefits, that expressly outlines and delineates the benefit structure for these non-represented employees consistent with other employee bargaining unit; and

**WHEREAS**, the full time, non-represented employees affected under this Resolution are full time Executive Management, Mid-Management, and Confidential employees (collectively referred to as the "Non-Represented Groups") in the following job classifications:

Executive Management Group – (i) Community Development Director, (ii) Finance and Administrative Services Director, (iii) Public Works Director, (iv) Recreation and Community Services Director, (v) City Clerk, and (vi) Chief of Police

Mid-Management Group – (i) Accounting Manager, (ii) City Planner, and (iii) Human Resources Manager

Confidential Group – (i) Administrative Specialist, (ii) Executive Assistant to the City Council, (iii) Executive Assistant to the City Manager, (iv) Human Resources Technician, (v) Management Analyst, (vi) Payroll Analyst, and (vii) Senior Management Analyst

**WHEREAS**, the purpose of the Resolution is to memorialize the compensation and benefits for the Non-Represented Groups so as to specifically outline and delineate the benefits and resolve any potential ambiguities regarding the benefits entitled to the Non-Represented Groups.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Bell Gardens as follows:

**SECTION 1.** The City Council finds that the above recitals are true and correct and incorporate them herein.

**SECTION 2. Executive Management Group** – With the exception of the Chief of Police, the sections pertaining to (i) Compensation and Salaries, (ii) Benefits, and (iii) Tuition Reimbursement as negotiated and approved for the City Employee Association (CEA) under the CEA Memorandum of Understanding and amendments thereto then in effect, shall apply for all Executive Management Group employees, except as otherwise specified by other City Council Resolution(s) or administrative policies, as defined or specified herein below:

**RETIREE HEALTH BENEFITS:**

For Executive Management Group employees only, references to Retiree Health Benefits shall be defined and inclusive of Medical, Dental and Vision Benefits, subject to a two-tier system as defined in Article VI, Section of the 2021-2023 Police Management Memorandum of Understanding.

**SECTION 3. Chief of Police** – The Chief of Police shall be entitled to and receive the rights and benefits pertaining to (i) Salaries, (ii) Retirement and Contributions, (iii) Retiree Health, (iv) Life Insurance, (v) Bereavement Leave, (vi) Health Insurance, (vii) Education Incentive, (viii) Tuition Reimbursement, (ix) Bilingual Pay, and (x) Holiday Pay negotiated and approved for the Police Management Association (PMA) under the PMA Memorandum of Understanding and amendments thereto then in effect except as otherwise specified by other City Council Resolution(s) or administrative policies.

**SECTION 4. Mid-Management Group** – The Articles pertaining to (i) Compensation and Salaries, (ii) Benefits, (iii) Tuition Reimbursement and (iv) Retiree Health as negotiated and approved for CEA under the CEA Memorandum of Understanding and amendments thereto then in effect, shall apply for all Mid-Management employees, except as otherwise specified by other City Council Resolution(s) or administrative policies.

**SECTION 5. Confidential Group** – Confidential Group employees shall be entitled to and receive the same rights and benefits conferred upon the CEA employees as negotiated and approved under the CEA Memorandum of Understanding and amendments thereto then in effect.

**SECTION 6. Vacation Leave Buy Out** – The Mid-Management and Confidential Groups shall have all accumulated leave in excess of 160 hours paid out in February 2022. Effective March 2022, vacation accrual cap shall revert to 240 hours in accordance with the Personnel Rules & Regulations 10.02.

**SECTION 7.** The City Clerk shall attest and certify to the passages and adoption of this Resolution and enter it into the book of original resolutions, and it shall become effective immediately upon its approval.

*[Signatures on the following page]*

**PASSED, APPROVED, and ADOPTED** this 13<sup>th</sup> day of December, 2021.

**THE CITY OF BELL GARDENS**



\_\_\_\_\_  
Marco Barcena, Mayor

**APPROVED AS TO FORM:**

**ATTEST:**



on behalf of

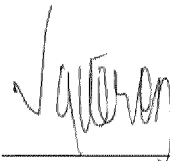
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Rick Olivarez  
City Attorney



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Vanessa Quiroz  
Acting City Clerk

I, VANESSA QUIROZ, Acting City Clerk of the City of Bell Gardens, hereby CERTIFY that **City Council Resolution No. 2021-110** was adopted by the Bell Gardens City Council at a **regular** meeting of the City Council held on **Monday, December 13, 2021** and was approved and passed by the following vote:

AYES: Council Member Chavez, Cortez, Flores, Mayor Pro Tem Pulido; Mayor Barcena  
NOES: NONE  
ABSENT: NONE  
ABSTAIN: NONE



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Vanessa Quiroz  
Acting City Clerk

