

RESOLUTION NO. 2023-38

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 document, that expressly outlines and delineates the benefit structure for these non-represented employees consistent with other employee bargaining units; 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) Assistant to the City Manager (iii) City Planner, (iv) Human Resources Manager and (v) Public Works Superintendent.

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, (iii) Tuition Reimbursement and (iv) Bereavement Leave 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 2023-2026 Police Management Memorandum of Understanding.

SECTION 3. Chief of Police – The Chief of Police shall be entitled to 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 any 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 (iv) Retiree Health and (v) Bereavement Leave 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 receive the same rights and benefits conferred upon the CEA employees as negotiated and approved under the CEA Memorandum of Understanding and any amendments thereto then in effect.

SECTION 6. Cafeteria Opt-Out Plan – The City will offer a “Cafeteria Plan” to each full-time employee in a classification within the Non-Represented Group as defined in this Section. An employee may receive fifty percent (50%) of the cost of the monthly premiums forfeited by that employee for themselves and their dependents (if applicable), if they choose to take medical, dental, and/or vision elsewhere. This will be on a monthly basis, and the amount of City-funded premiums upon which the fifty percent (50%) payment shall be made, shall be the lowest medical, dental and/or vision plan premium for which the employee is eligible. These provisions shall only be applicable for those employees that provide proof of insurance.

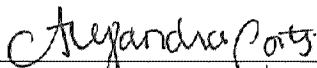
SECTION 7. Salaries (One-Time Lump Sum) – The City shall provide a one-time lump sum payment to each unit member as follows:

- Chief of Police – equivalent of 80 hours
- Executive/Mid-Management – equivalent of 50 hours
- Confidential – equivalent of 50 hours

SECTION 8. The City Clerk shall attest and certify to the passage and adoption of this Resolution, enter it into the book of original Resolutions, and it shall become effective immediately upon its approval.

PASSED, APPROVED, and ADOPTED this 12th day of June 2023.

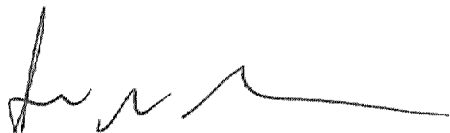
THE CITY OF BELL GARDENS



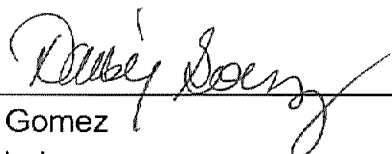
Alejandra Cortez, Mayor

APPROVED AS TO FORM:

ATTEST:



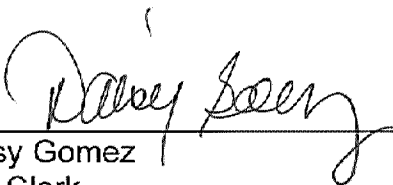
Stephanie Vasquez
City Attorney



Daisy Gomez
City Clerk

I, DAISY GOMEZ, City Clerk of the City of Bell Gardens, hereby CERTIFY that **City Council Resolution No. 2023-38** was adopted by the Bell Gardens City Council at a **regular** meeting of the City Council held on **Monday, June 12, 2023**, and was approved and passed by the following vote:

AYES: Council Members Barcena, Chavez, Pulido; Mayor Pro Tem De Leon Sanchez; Mayor Cortez
NOES: None
ABSTAIN: None
ABSENT: None



Daisy Gomez
City Clerk