

RESOLUTION NO. 2022 - 46
RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COTATI APPROVING
THE UNREPRESENTED COMPENSATION PLAN, AUTHORIZING THE CITY
MANAGER TO SIGN SIDE LETTERS BETWEEN THE CITY AND THE
REPRESENTED GROUPS, AND ADOPT THE CORRESPONDING FISCAL YEAR
2022/23 SALARY SCHEDULE.

WHEREAS, the Cotati Municipal Code and Personnel Rules empower the City Council to establish a compensation plan covering all classes of positions; and

WHEREAS, on June 28, 2022 (Resolution 2022-28) the City Council of the City of Cotati approved the salary schedule effective the first full pay cycle in fiscal year 2022/23, and

WHEREAS, the City Council's representative has met and conferred in good faith with representatives with the CEA, CPOA, and CPMA, resulting in a side letter of amendment to the Memorandum of Understanding (MOU) effective the pay period including August 9, 2022; and

WHEREAS, the City Council's representative has met and conferred in good faith with representatives with the Non-Represented Confidential and Management Employees to amend their compensation plan bringing it inline with regulations, other unions, and comparable local positions; and

WHEREAS, the City Council finds and determines that the side letter of agreements, the amended Non-Represented Compensation Plan, and corresponding amended salary schedule, attached to this resolution as Exhibit "A-1" (CEA Side Letter), "A-2" (CPOA Side Letter), "A-3" (CPMA Side Letter), Exhibit "A-4" (Compensation Plan for Non-Represented Confidential and Management Employees) and "A-5" (Salary schedule), is appropriate and reasonable for the designated groups; and

WHEREAS, the action of authorizing the City Manager to sign the Side Letters with the CEA, CPOA, CPMA and approving the amended Non-Represented Confidential and Management Employees Compensation Plan and adopting a revised salary schedule does not constitute a project as defined by California Environmental Quality Act Guidelines Section 15378; therefore, no further environmental review is required.

NOW THEREFORE BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF COTATI HEREBY

1. Approves the attached side letters of agreement with the CEA, CPOA, CPMA attached to this Resolution as Exhibit "A-1", "A-2", and "A-3" respectively, and authorizes the City Manager to execute said side letter.
2. Approves the attached amended Non-Represented Compensation Plan, attached to this Resolution as Exhibit "A-4".

3. Approves the attached amended salary schedule as Exhibit "A-5", effective the pay period including August 9, 2022,

4. Finds that resolutions in conflict herewith are hereby superseded.

IT IS HEREBY CERTIFIED that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Cotati held on the August 9th, 2022, by the following vote, to wit:

RESULT: ADOPTED [UNANIMOUS]

MOVER: Ben Ford, Councilmember

SECONDER: John C. Moore, Councilmember

AYES: Landman, Harvey, Sparks, Ford, Moore

Approved: _____

Mayor

Attest: Kevin Patterson
Kevin Patterson, Deputy City Clerk

Approved as to form:

[Signature]
City Attorney

Attachments:

A-1 Signed CEA Side Letter (PDF)

A-2 Signed CPOA Side Letter (PDF)

A-3 Signed CPMA Side Letter (PDF)

A-4 - Non-Represented Confidential and Management Employees Compensation Plan (DOCX)

A-5 - SALARY SCHEDULE AUGUST 1, 2022 (PDF)

**SIDE LETTER BETWEEN
CITY OF COTATI AND
COTATI POLICE MANAGEMENT ASSOCIATION
RE: 2022 COLA, HOLIDAY PAY -AND LIFE INSURANCE**

The City of Cotati (“City”) and Cotati Police Management Association (“Association”) (collectively referred to as the “parties”) have met and conferred and hereby tentatively agree to the following side letter, subject to ratification by the bargaining unit and approval by the City Council of Cotati.

WHEREAS, the collective bargaining agreement between the parties, which expires June 30, 2024, provides for employees represented by the Association a cost-of-living adjustment of 2.5%, plus an equity adjustment of one-half percent (0.5%), for a total adjustment of three percent (3%) in July 2022;

WHEREAS, the annual (June to June) San Francisco Bay Area Consumer Price Index for Urban Consumers (CPI-U) was 6.8%, reflecting high inflation rates, which significantly exceeded the cost-of-living increase that employees will receive in the current fiscal year; and

WHEREAS, as a result of these extraordinary circumstances, the City is willing to increase the cost-of-living adjustment for Fiscal Year 2022-2023;

WHEREAS, the City is willing to increase life insurance on a City-wide basis;

NOW THEREFORE, effective upon City Council approval, the parties agree as follows:

1. Effective the first day of the pay period including August 9, 2022, salary schedules for represented job descriptions will be increased by one percent (1%). This is in addition to the two and one-half percent (2.5%) cost of living adjustment and one-half percent (0.5%) equity adjustment effective the first pay period in July 2022, which was previously negotiated and reflected in Section 7.01 of the 2019 Memorandum of Understanding between the parties.

The parties acknowledge and agree that this additional cost of living increase is on a one-time basis only, and shall not constitute, nor be considered as precedent-setting, nor be relied upon to assert a past practice supporting future payments.

2. Section 7.08 of the Memorandum of Understanding between the parties, entitled “Holiday Pay,” will be amended as follows:

Section 7.08 Holiday Pay

All full time permanent and probationary sworn employees shall be paid for twelve and one half (12.5) ten (10) hour holidays per year which shall be payable in the pay period when the holiday is accrued, ~~semi-annual installments~~ based on the rate of pay at the

Attachment: A-3 Signed CPMA Side Letter (Fiscal Year 2022-23 Salary Schedule Rev. 1)

**SIDE LETTER BETWEEN
CITY OF COTATI AND
COTATI POLICE MANAGEMENT ASSOCIATION
RE: 2022 COLA, HOLIDAY PAY -AND LIFE INSURANCE**

~~time of payment. The first installment shall be paid on the first pay period in December and represents six and one half holidays (65 hours). The second payment shall be paid on the first pay period in June and represents six holidays (60 hours). Part time permanent and new employees will receive a pro-rata portion of the holiday pay based on the number of regularly assigned work hours during the pay period in which the holiday falls. An employee must be in full paid status in the pay period in which the holiday falls in order to receive holiday pay. Part-time permanent and new employees will receive a pro-rata portion based on the proportion of hours worked over a standard 80 hours holidays worked during that period.~~

- 3. Section 8.02 of the Memorandum of Understanding between the parties, entitled "Other Insurance," subsection "A," entitled "Life Insurance," will be amended as follows:

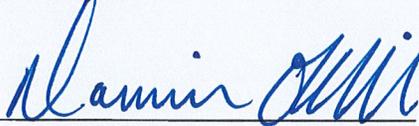
Section 8.02. Other Insurance

- A. Life Insurance: ~~Effective the first full pay period including August 9,~~ in September 2022, the City shall provide life insurance coverage in the amount of one-hundred fifty thousand dollars (\$150,000) ~~\$100,000~~ for each employee. The policy shall be determined by the City and shall cover in the line of duty deaths/accidents. The City will pay one hundred percent (100%) of the premium. The City does not make available any life insurance policy to the employee's eligible dependents.

This side letter shall expire June 30, 2024, unless otherwise mutually agreed to by the parties.

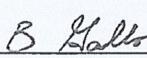
SO AGREED:

FOR THE CITY:



Dated: 8/4/2022

FOR THE ASSOCIATION:



Dated: 8/4/22

Attachment: A-3 Signed CPMA Side Letter (Fiscal Year 2022-23 Salary Schedule Rev. 1)