

Changes to Administrative Rules for
Executive Department Heads

July 1, 2013 – June 30, 2016

1. Return a 2.5% pay decrease retroactive to July 1, 2013. This restores wages to where they were before the second pay cut. This is an additional pay cut that no other employees took. It applies to current employees who were subject to the administrative rules as of July 1, 2010 or who subsequently became subject to the administrative rules for executive department heads and whose salary was directly affected by the second 2.5% wage concession.
2. Increase pay 1.5% retroactive to July 1, 2014. This matches other groups.
3. Increase pay 2.5% effective July 1, 2015. This matches other groups.
4. Restore six (6) unpaid holidays retroactive to July 1, 2013. This matches other groups.
5. Increase annual dental maximum to \$1200 effective July 1, 2014. This matches other groups.
6. Increase the maximum pension at time of retirement from 75% to 80% of FAC, with multiplier reduced to 1% for up to 5 years of additional service once an employee is eligible for a pension that is equal to 75% of his/her FAC. This matches police and other groups.
7. Members of the executive group as of May 1, 2008 shall remain eligible for health insurance at retirement at age 60 with if they have at least 10 years of service and take a regular retirement. This will not apply to members who take a deferred retirement.

City Commission
July 7, 2014

CONSIDERATION OF PROPOSED AMENDMENTS TO THE ADMINISTRATIVE RULES FOR EXECUTIVE DEPARTMENT HEADS

Moved by Commissioner Mahrle
Seconded by Commissioner Douglas

BE IT RESOLVED, that the City Commission hereby approves the recommended amendments to the Administrative Rules for Executive Department Heads. The amendments will only be applicable to employees who are subject to the Administrative Rules as of July 7, 2014. The return of the 2½% wage concession will only apply to current employees who were subject to the Administrative Rules as of July 1, 2010.

ADOPTED UNANIMOUSLY

148-0721-2014
**Correction to Resolution Approving Changes to
Administrative Rules for Executive Department Heads**

July 15, 2014

The Honorable Mayor Ellison and
Members of the City Commission:

At the July 7 meeting the following resolution was adopted:

BE IT RESOLVED, that the City Commission hereby approves the recommended amendments to the Administrative Rules for Executive Department Heads. The amendments will only be applicable to employees who are subject to the Administrative Rules as of July 7, 2014. The return of the 2½% wage concession will only apply to current employees who were subject to the Administrative Rules as of July 1, 2010.

The second and third sentences were added to the proposed resolution immediately prior to the meeting and were not reviewed by the city's bargaining team. We find the third sentence has unintended consequences.

The intent of this language was to insure that only employees who were impacted by the second 2½% pay cut would receive an adjustment. However, the methodology utilized in applying the pay cut resulted in it impacting some employees who became part of the executive group after July 1, 2010. Employees already in the group saw two 2½% pay cuts. This was based on their current salary at the time. We also reduced the beginning salary and the top salary in the pay grade tables for all executive positions. (Executive pay grade tables have a range, not specific steps.) Thus any employee who entered the executive ranks at the bottom or the top of the pay grade was impacted by both pay cuts.

We had three employees who were impacted in this way and we believe they are entitled to the same adjustment as the other executives but the language of the resolution does not permit this. We also had one employee who entered the executive classification at a mid point of the pay grade and his starting salary was based largely on his previous salary. He was not impacted by the pay cuts and shouldn't receive an adjustment but the top salary for his pay grade will be increased so he will benefit in the future.

We recommend this problem be corrected by amending the resolution as follows:

BE IT RESOLVED, the city commission hereby approves the recommended amendments to the administrative rules for executive department heads. The amendments will only be applicable to employees who are subject to the administrative rules as of July 7, 2014. The return of the second 2½% wage concession will only apply to current employees who were subject to the administrative rules as of July 1, 2010, or who subsequently became subject to the administrative rules for executive department heads and whose salary was directly affected by the second 2½% wage concession.

Respectfully submitted,



Donald E. Johnson
City Manager

BE IT RESOLVED, the city commission hereby approves the recommended amendments to the administrative rules for executive department heads. The amendments will only be applicable to employees who are subject to the administrative rules as of July 7, 2014. The return of the second 2½% wage concession will only apply to current employees who were subject to the administrative rules as of July 1, 2010, or who subsequently became subject to the administrative rules for executive department heads and whose salary was directly affected by the second 2½% wage concession.

ADOPTED UNANIMOUSLY