

REPORT TO THE CITY COUNCIL AND SUCCESSOR AGENCY



DATE: August 5, 2014

TITLE: Adoption of a Resolution Authorizing the City Manager to Approve the Updated Compensation and Benefit Profiles for Department Head Employees and Non-Represented Employees of the City of Desert Hot Springs

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Reviewed by: Joseph Meeks, Deputy City Attorney

RECOMMENDATION

Adopt a Resolution of the City Council authorizing the City Manager to approve the updated compensation and benefit profiles for Non-Represented Employees and Department Head Employees of the City of Desert Hot Springs.

DISCUSSION

The City of Desert Hot Springs has established compensation and benefit programs for department head employees ("Department Head Employees") and for employees in classifications that are not represented by employee groups such as the Desert Hot Springs Employee Union or the Desert Hot Springs Police Officers Association ("Non-Represented Employees"). Such employees are not covered by Memoranda of Understanding or other compensation and benefit agreements between the City and such employee groups. Accordingly, Department Head Employees and Non-Represented Employees do not derive their compensation or benefits from such agreements. Therefore, compensation and benefit programs for Department Head Employees and Non-Represented Employees have been set forth in Compensation and Benefit Profiles adopted by the City Council in July of 2013.

It is now necessary to update the Compensation and Benefit Profiles for Department Head Employees and Non-Represented Employees. The attached updated Compensation and Benefit Profiles, dated July 1, 2014, reflect the salary and benefit changes adopted by the Council in December of 2013. Additionally, the premiums for health, dental, and vision plans continue, with the City and employees each paying 50% of the increased Fiscal Year 2014-15 cost of the premiums, subject to the City Contributions and premiums set forth in Exhibit 2.

FISCAL IMPACT

The modifications to the Compensation and Benefit Profiles for Department Head Employees and Non-Represented Employees are budgeted in the Fiscal Year 2014-15 salaries and benefits.

EXHIBIT(S)

1. Resolution of the City Council Authorizing the City Manger to Approve the Updated Compensation and Benefit Profiles
2. Employee Benefits Schedule July 2014-June 2015
3. Compensation and Benefit Profiles for Desert Hot Springs Non-Represented Employees, dated July 1, 2014
4. Compensation and Benefit Profiles for Desert Hot Springs Department Head Employees, dated July 1, 2014