

RESOLUTION NO. 2014-_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DESERT HOT SPRINGS, CALIFORNIA, 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

WHEREAS, the City of Desert Hot Springs has established compensation and benefit programs for department head employees ("Department Head Employees") and 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"); and

WHEREAS, Department Head Employees and Non-Represented Employees are not covered by Memoranda of Understanding or other compensation and benefit agreements between the City and such employee groups, and accordingly, do not derive their compensation or benefits from such agreements; and

WHEREAS, on July 2, 2013, the City Council adopted a Resolution authorizing the City Manager to approve Compensation and Benefit Profiles setting forth the compensation and benefit programs for Department Head Employees and Non-Represented Employees; and

WHEREAS, the City Council desires to authorize the City Manager to take the any and all actions necessary to update the Compensation and Benefit Profiles for Department Head Employees and Non-Represented Employees.

NOW, THEREFORE, BE IT RESOLVED, DETERMINED AND ORDERED BY THE CITY COUNCIL FOR THE CITY OF DESERT HOT SPRINGS, AS FOLLOWS:

Section 1. Recitals

That the recitals set forth above are true and correct and are hereby incorporated herein as findings of the City Council.

Section 2. Non-Represented Employees

That the City Manager is authorized to approve the updated Compensation and Benefits Profile for Non-Represented Employees, dated July 1, 2014, as attached hereto and incorporated herein as Exhibit "B".

Section 3. Department Head Employees

That the City Manager is authorized to approve the updated Compensation and Benefits Profile for Department Head Employees, dated July 1, 2014, as attached hereto and incorporated herein as Exhibit "C".

Section 4. **City Manager's Authority**

That the City Manager, or his designee, are hereby authorized to take any and all actions and to execute all documents, which may be necessary to implement and administer the purposes set forth in this Resolution.

Section 5. **Effective Date**

That this Resolution shall take effect immediately upon its adoption.

Section 6. **Certification**

That the City Clerk shall certify to the passage and adoption of this Resolution, enter the same in the book of original resolutions of the City and make a minute of passage and adoption thereof in the records of the proceedings of the City Council in the minutes of the meeting at which the same is passed and adopted.

Section 6. **Severability**

That if any provision of this Resolution or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of this Resolution which can be given effect without the invalid provision or application, and to this end the provisions of this Resolution are severable and that the City Council hereby declares that it would have adopted this Resolution irrespective of the invalidity of any particular portion thereof.

Section 7. **Repeal of Conflicting Provisions.**

That all the provisions heretofore adopted by the City Council that are in conflict with the provisions of this Resolution are hereby repealed.

PASSED AND ADOPTED by the City Council of the City of Desert Hot Springs at a regular meeting held on the 5th day of August, 2014, by the following vote:

AYES:

NAYS:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Jerryl Soriano, CMC, City Clerk

Adam Sanchez, Sr., Mayor

APPROVED AS TO FORM:

Steven B. Quintanilla, City Attorney

EXHIBIT "A"

**SEE ATTACHED
EMPLOYEES BENEFITS SCHEDULE
JULY 2014 – JUNE 2015**

EXHIBIT "B"

**SEE ATTACHED
COMPENSATION AND BENEFITS PROFILE FOR
DESERT HOT SPRINGS NON-REPRESENTED EMPLOYEES
DATED JULY 1, 2014**

EXHIBIT "C"

**SEE ATTACHED
COMPENSATION AND BENEFITS PROFILE FOR
DESERT HOT SPRINGS DEPARTMENT HEAD EMPLOYEES
DATED JULY 1, 2014**