

RESOLUTION NO. 22-60

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY
AUTHORIZING WAGE AND RELATED BENEFITS
FOR EMPLOYEES OF THE MID-MANAGEMENT GROUP**

WHEREAS, the City Council of the City of Lindsay (“City” or “City Council”) is authorized to set the terms and conditions of employment for unrepresented employees; and

WHEREAS, the City Council desires to memorialize in a single Resolution the benefits and compensation currently provided to Mid-Management employees (“Mid-Management”); and

WHEREAS, this Resolution is intended to and does supersede all previous resolutions and terms and conditions of employment for Mid-Management employees; and

WHEREAS, this Resolution may be modified, amended, terminated, or superseded by the City Council at any time; and

WHEREAS, this Resolution shall apply to all Mid-Management employees, which include the following positions: Public Safety Lieutenant, Administrative Supervisor, HR Manager, Maintenance Senior III, Assistant to the City Manager and City Clerk, IT Manager, City Services Assistant Director, Planning Manager, Finance and Accounting Manager, Executive Projects Manager, and City Services Manager and Building Inspector; and

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the City Council adopts this Resolution, which shall be effective December 13, 2022 and will remain in effect until it is modified, amended, terminated, or superseded by further resolution of the City Council.

SECTION I – INCORPORATION

In the event of a conflict between this Resolution and the City of Lindsay Personnel Rules and Regulations (“Personnel Rules and Regulations”), this Resolution shall prevail. Unless otherwise specified in this Resolution or made inapplicable by the terms of the Personnel Rules and Regulations, the Personnel Rules and Regulations are incorporated in this Resolution.

SECTION II - HOURS OF WORK AND OVERTIME

SECTION 2.1 HOURS OF WORK

Hours of Work The provisions in this section govern hours of work for employees. However, this provision shall not interfere with essential services of a department. Under no condition shall any full-time employee for the City work less than 40 hours per week within five (5) consecutive days. Shifts vary as required to meet the operational requirements of the department where the employee works. When desirable, the City Manager may designate other working hours for employees whose specific duties require it.

SECTION 2.1 OVERTIME

All Mid-Management employees are classified as exempt employees and are ineligible for overtime pay.

SECTION III - LEAVES

SECTION 3.1 HOLIDAYS

Holiday leave shall be provided in accordance with Rule X of the Personnel Rules and Regulations.

SECTION 3.2 VACATION

Vacation leave shall be provided in accordance with Rule XI of the Personnel Rules and Regulations. However, accruals will cap at 300 hours accrued and will cease to accrue until the employee has used vacation and is under the 300-hour cap.

SECTION 3.3 SICK LEAVE

Sick leave shall be provided in accordance with Rule XI of the Personnel Rules and Regulations.

SECTION 3.4 ADMINISTRATIVE LEAVE

Mid-Management employees receive 80 hours of administrative leave per year, which is accrued bi-weekly.

SECTION 3.5 OTHER LEAVES

Other leaves, including jury leave, military leave, and medical and family leaves shall be provided in accordance with Rule XI of the Personnel Rules and Regulations.

SECTION IV – SPECIAL PAYS

SECTION 4.1 BILINGUAL PAY

The City will provide \$18.46 bi-weekly in compensation for certified translators who utilize their bilingual skills as determined by the City.

SECTION 4.2 LONGEVITY PAY

Mid-Management employees to receive longevity pay as follows:

- a. Upon the anniversary of the completion of 10 consecutive years of service with the City, each employee covered by this Resolution will be given 5% longevity compensation.

- b. Upon the anniversary of the completion of 15 consecutive years of service with the City, each employee covered by this Resolution will be given 2.5% longevity compensation.
- c. Upon the anniversary of the completion of 20 consecutive years of service with the City, each employee covered by this Resolution will be given 2.5% longevity compensation.

SECTION 4.3 CELL PHONE STIPEND

Employees may request to receive a \$60 monthly stipend to be used towards payment of their personal cellular telephone account if they agree to allow the City to use their personal cellular telephone number to contact them regarding work related issues. Employees who chose to decline the monthly stipend will be provided a City issued cell phone.

SECTION 4.4 UNIFORM ALLOWANCE

Lieutenants shall receive Public Safety Uniforms.

- a. Upon hire, Lieutenants shall be provided a public safety uniform.
- b. After six months of employment, Lieutenants covered by this resolution will receive a uniform allowance of \$38.46 per payroll period.

SECTION V – RETIREMENT BENEFITS

SECTION 5.1 CalPERS DEFINED BENEFIT PLAN

Mid-Management employees are subject to the following retirement contributions based on the appropriate CalPERS contract:

- a. Safety employees who are not defined as “new members” will pay the entire nine percent (9%) employee contribution.
- b. Miscellaneous employees who are not defined as “new members” will pay the entire eight percent (8%) employee contribution.
- c. Employees who are defined as “new members” under PEPRA will be subject to all applicable PEPRA provisions. New members will contribute fifty percent (50%) of the total normal cost of the retirement benefit, as determined by CalPERS.

SECTION 5.2 DEFINED CONTRIBUTION PLAN

The defined contribution deferred compensation plan is a voluntary retirement program. Mid-Management employees determine how much of their pay is to be contributed to the deferred compensation plan. The City will match the employee’s contribution up to 6% of the employee’s total annual income.

SECTION VI – HEALTH AND WELFARE BENEFITS

SECTION 6.1 HEALTH, VISION, AND DENTAL

During the period this Resolution remains in effect, the City will contribute 100% of the premium for health, vision, and dental for the employee-only plan and 50% of the premiums for health, vision, and dental for dependents.

Mid-Management employees who retire from the City with 15 or more years of continuous service with the City will receive a 3.5% employer contribution of the employee-only premium for each year of service in the plans offered by the City until the retiree reaches the age of Medicare eligibility. For example, an employee with 16 years of continuous service will receive a contribution of 56% of the employee-only premium. The retiree will no longer receive any contribution upon reaching Medicare eligibility. The City may modify, amend, or terminate the retiree benefit at any time.

SECTION 6.2 LIFE INSURANCE

City employees are covered under the term life insurance program. An optional employee paid group supplemental life insurance program is also available to City employees. The employee paid term life insurance policy covers the employee and dependents and is portable (may be continued after individual is not employed by the City).

The City of Lindsay has also adjusted the benefit associated with the Basic Life benefit. Mid-Management employees receive one and one-half of the employee's salary up to \$225,000.

SECTION 6.3 EMPLOYEE ASSISTANCE PROGRAM

The City offers an Employee Assistance Program ("EAP").

SECTION 6.4 OTHER BENEFITS

Mid-Management employees are eligible to participate in all City-wide employee benefit and assistance plans. Please see the relevant plans and the Benefits Summary for additional information.

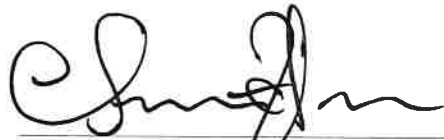
SECTION VII – IRC SECTION 125 PLAN

The City offers an IRC Section 125 plan to employees.

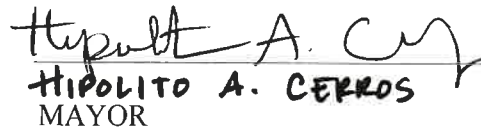
PASSED AND ADOPTED by the City Council of the City of Lindsay as follows:

MEETING DATE	December 13, 2022
MOTION	CERROS
SECOND MOTION	FLORES
AYES	CERROS, FLORES, SANCHEZ
ABSENT	∅
ABSTAIN	∅
NAYS	SERNA, CAUDILLO

CERTIFICATION OF THE FOREGOING RESOLUTION AS FULL, TRUE, PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LINDSAY AS DETAILED.



FRANCESCA QUINTANA
CITY CLERK



HIPOLITO A. CERROS
MAYOR

City of Lindsay

HOURLY

Hourly Salary Matrix (Effective December 13, 2022) ⁽¹⁾

Miscellaneous TIER 1, hired before July 1, 2018

Category	Bargaining Unit	Position	STEPS							
			1	2	3	4	5	6	7	
Non-Exempt	Unrepresented	Interns / Seasonal	15.0000	15.0000	15.0000	15.0000	15.0000	15.0000	15.0000	15.0000
Non-Exempt	SEIU	Recreation - Lifeguard	15.7500	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.1065
Non-Exempt	SEIU	Recreation I	15.7500	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.1065
Non-Exempt	SEIU	Maintenance	15.7500	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.1065
Non-Exempt	SEIU	Account Clerk I	15.7500	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.1065
Non-Exempt	SEIU	Code Enforcement Officer	15.7500	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.1065
Non-Exempt	SEIU	Records Clerk	15.9014	16.6965	17.5313	18.4079	19.3283	20.2947	21.3094	21.3094
Non-Exempt	SEIU	Maintenance Senior I	15.9014	16.6965	17.5313	18.4079	19.3283	20.2947	21.3094	21.3094
Non-Exempt	SEIU	Com. Dev. Specialist II	17.1190	17.9750	18.8737	19.8174	20.8083	21.8487	22.9411	22.9411
Non-Exempt	SEIU	Administrative Secretary	17.1249	17.9812	18.8802	19.8242	20.8155	21.8562	22.9490	22.9490
Non-Exempt	SEIU	Executive Assistant / Deputy City Clerk	19.8000	20.7900	21.8295	22.9210	24.0670	25.2704	26.5339	26.5339
Non-Exempt	SEIU	Records / IT Clerk	19.8000	20.7900	21.8295	22.9210	24.0670	25.2704	26.5339	26.5339
Non-Exempt	SEIU	Maintenance Senior II	20.0819	21.0860	22.1403	23.2474	24.4097	25.6302	26.9117	26.9117
Non-Exempt	SEIU	Account Clerk III	20.1805	21.1895	22.2490	23.3615	24.5295	25.7560	27.0438	27.0438
Non-Exempt	SEIU	Animal Control Officer	20.0819	21.0860	22.1403	23.2474	24.4097	25.6302	26.9117	26.9117
Non-Exempt	SEIU	Engineering Technician	25.0677	26.3211	27.6371	29.0190	30.4699	31.9934	33.5931	33.5931
Non-Exempt	SEIU	Assistant City Planner	25.0677	26.3211	27.6371	29.0190	30.4699	31.9934	33.5931	33.5931
Non-Exempt	SEIU	Building Inspector I	25.0677	26.3211	27.6371	29.0190	30.4699	31.9934	33.5931	33.5931
Exempt	Unrepresented	Administrative Supervisor	30.9000	32.4450	34.0673	35.7706	37.5591	39.4371	41.4090	41.4090
Exempt	Unrepresented	Maintenance Senior III	30.9000	32.4450	34.0673	35.7706	37.5591	39.4371	41.4090	41.4090
Exempt	Unrepresented	Assistant to the City Manager / City Clerk	30.9000	32.4450	34.0673	35.7706	37.5591	39.4371	41.4090	41.4090
Exempt	Unrepresented	City Services Assistant Director	30.9000	32.4450	34.0673	35.7706	37.5591	39.4371	41.4090	41.4090
Exempt	Unrepresented	Human Resources Manager	33.7849	35.4741	37.2478	39.1102	41.0657	43.1190	45.2750	45.2750
Exempt	Unrepresented	Planning Manager	33.7849	35.4741	37.2478	39.1102	41.0657	43.1190	45.2750	45.2750
Exempt	Unrepresented	Finance & Accounting Manager	33.7849	35.4741	37.2478	39.1102	41.0657	43.1190	45.2750	45.2750
Exempt	Unrepresented	Executive Projects Manager	33.7849	35.4741	37.2478	39.1102	41.0657	43.1190	45.2750	45.2750
Exempt	Unrepresented	IT Manager	33.7849	35.4741	37.2478	39.1102	41.0657	43.1190	45.2750	45.2750
Exempt	Unrepresented	City Services Manager / Building Inspector	33.7849	35.4741	37.2478	39.1102	41.0657	43.1190	45.2750	45.2750

Miscellaneous TIER 2, hired after July 1, 2018

Category	Bargaining Unit	Position	STEPS							
			1	2	3	4	5	6	7	
Non-Exempt	Unrepresented	Interns / Seasonal	15.0000	15.0000	15.0000	15.0000	15.0000	15.0000	15.0000	15.0000
Non-Exempt	SEIU	Recreation - Lifeguard	15.7500	16.3013	16.8718	17.4623	18.0735	18.7061	19.3608	19.3608
Non-Exempt	SEIU	Recreation I	15.7500	16.3013	16.8718	17.4623	18.0735	18.7061	19.3608	19.3608
Non-Exempt	SEIU	Maintenance	15.7500	16.3013	16.8718	17.4623	18.0735	18.7061	19.3608	19.3608
Non-Exempt	SEIU	Account Clerk I	15.7500	16.3013	16.8718	17.4623	18.0735	18.7061	19.3608	19.3608
Non-Exempt	SEIU	Code Enforcement Officer	15.7500	16.3013	16.8718	17.4623	18.0735	18.7061	19.3608	19.3608
Non-Exempt	SEIU	Records Clerk	15.9014	16.4580	17.0340	17.6302	18.2472	18.8859	19.5469	19.5469
Non-Exempt	SEIU	Maintenance Senior I	15.9014	16.4580	17.0340	17.6302	18.2472	18.8859	19.5469	19.5469
Non-Exempt	SEIU	Com. Dev. Specialist II	17.1190	17.7182	18.3383	18.9802	19.6445	20.3320	21.0437	21.0437
Non-Exempt	SEIU	Administrative Secretary	17.1249	17.7243	18.3446	18.9867	19.6512	20.3390	21.0509	21.0509
Non-Exempt	SEIU	Executive Assistant / Deputy City Clerk	19.8000	20.4930	21.2103	21.9526	22.7210	23.5162	24.3393	24.3393
Non-Exempt	SEIU	Records / IT Clerk	19.8000	20.4930	21.2103	21.9526	22.7210	23.5162	24.3393	24.3393
Non-Exempt	SEIU	Maintenance Senior II	20.0819	20.7848	21.5123	22.2652	23.0445	23.8510	24.6858	24.6858
Non-Exempt	SEIU	Account Clerk III	20.1805	20.8868	21.6179	22.3745	23.1576	23.9681	24.8070	24.8070
Non-Exempt	SEIU	Animal Control Officer	20.0819	20.7848	21.5123	22.2652	23.0445	23.8510	24.6858	24.6858
Non-Exempt	SEIU	Engineering Technician	25.0677	25.9451	26.8531	27.7930	28.7657	29.7725	30.8146	30.8146
Non-Exempt	SEIU	Assistant City Planner	25.0677	25.9451	26.8531	27.7930	28.7657	29.7725	30.8146	30.8146
Non-Exempt	SEIU	Building Inspector I	25.0677	25.9451	26.8531	27.7930	28.7657	29.7725	30.8146	30.8146
Exempt	Unrepresented	Administrative Supervisor	30.9000	31.9815	33.1009	34.2594	35.4585	36.6995	37.9840	37.9840
Exempt	Unrepresented	Maintenance Senior III	30.9000	31.9815	33.1009	34.2594	35.4585	36.6995	37.9840	37.9840
Exempt	Unrepresented	Assistant to the City Manager / City Clerk	30.9000	31.9815	33.1009	34.2594	35.4585	36.6995	37.9840	37.9840
Exempt	Unrepresented	City Services Assistant Director	30.9000	31.9815	33.1009	34.2594	35.4585	36.6995	37.9840	37.9840
Exempt	Unrepresented	Human Resources Manager	33.7849	34.9673	36.1912	37.4579	38.7689	40.1258	41.5302	41.5302
Exempt	Unrepresented	Planning Manager	33.7849	34.9673	36.1912	37.4579	38.7689	40.1258	41.5302	41.5302
Exempt	Unrepresented	Finance & Accounting Manager	33.7849	34.9673	36.1912	37.4579	38.7689	40.1258	41.5302	41.5302
Exempt	Unrepresented	Executive Projects Manager	33.7849	34.9673	36.1912	37.4579	38.7689	40.1258	41.5302	41.5302
Exempt	Unrepresented	IT Manager	33.7849	34.9673	36.1912	37.4579	38.7689	40.1258	41.5302	41.5302
Exempt	Unrepresented	City Services Manager / Building Inspector	33.7849	34.9673	36.1912	37.4579	38.7689	40.1258	41.5302	41.5302

Public Safety

Category	Bargaining Unit	Position	STEPS						
			1	2	3	4	5	6	7
Non-Exempt	Unrepresented	Fire Apparatus Engineer	21.0860	22.1403	23.2474	24.4097	25.6302	26.9117	28.2573
Non-Exempt	POA	Public Safety Officer	25.3747	26.6434	27.9756	29.3744	30.8431	32.3852	34.0045
Non-Exempt	POA	Public Safety Sergeant	30.8945	32.4393	34.0612	35.7643	37.5525	39.4301	41.4016
Non-Exempt	Unrepresented	Fire Lieutenant	29.4234	30.8945	32.4393	34.0612	35.7643	37.5525	39.4301
Exempt	Unrepresented	Public Safety Lieutenant	41.3511	43.4187	45.5896	47.8691	50.2626	52.7757	55.4145

Executives

Category	Bargaining Unit	Position	Minimum	Maximum
Exempt	Unrepresented	City Manager	55.0514	80.0000
Exempt	Unrepresented	Director of Public Safety	41.4567	70.0000
Exempt	Unrepresented	Director of Finance	41.7193	70.0000
Exempt	Unrepresented	Director of City Services	36.1722	70.0000
Exempt	Unrepresented	Recreation Services Director	34.3651	60.0000

All hourly rates are based on a 40-hour work week.

Fire employees will convert to a 56-hour work week upon completion of their training.

To calculate fire shift hourly rates, multiply the rate listed above by 40 hours and divide by 56 shift hours.

⁽¹⁾ Five year history:

- 12/13/2022 Incorporated Mid-Management Resolution 22-XX.
- 11/13/2022 Incorporated LPOA MOU rates.
- 1/1/2022 Incorporated CA min wage rates and 3% hazard pay.
- 7/1/2021 Incorporated 2% COLA increase.
- 1/1/2021 Incorporated CA min wage rates.
- 1/1/2020 Incorporated CA min wage rates.
- 7/1/2019 Incorporated LPOA MOU rates.
- 1/1/2019 Incorporated CA min wage rates.
- 1/1/2018 Incorporated CA min wage rates.
- 1/1/2017 Incorporated CA min wage rates.