

RESOLUTION R14-11

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALOS VERDES ESTATES, CALIFORNIA AMENDING RESOLUTION NO. R11-27, SETTING FORTH POLICIES AND PROCEDURES WITH REFERENCE TO THE CLASSIFICATION AND COMPENSATION OF MANAGEMENT AND CONFIDENTIAL POSITIONS WITHIN THE PALOS VERDES ESTATES CITY SERVICE.

THE CITY COUNCIL OF THE CITY OF PALOS VERDES ESTATES, CALIFORNIA DOES RESOLVE, DECLARE, AND DETERMINE AS FOLLOWS:

SECTION I. AMENDMENTS.

Resolution No. R11-27 is hereby amended by setting benefits and compensation for Department Head level personnel to include the "Police Chief," "Finance Director" and "Planning & Building Director." The Police Chief, Finance Director, and Planning & Building Director are collectively referred to herein as "Department Heads." Department Head positions are at-will employee positions holding office at the pleasure of the City Manager. The basic monthly salary schedule of the Police Chief is set forth in Resolution No. R11-27. The basic monthly salary schedule of the newly established Finance Director and the Planning & Building Director shall be as follows:

Finance Director:	\$8,224-\$11,021
Planning & Building Director:	\$9,596- \$12,601

Resolution No. R11-27 is further amended as follows:

- A. Section 2 is amended to add the following subsections:
 - 2.15. Vehicle Allowance. Department Heads shall each receive a vehicle allowance in the amount of up to \$375.00 per month at the discretion of the City Manager, with the exception of the Police Chief, who will receive a City vehicle.
 - 2.16. Cellular Phone Allowance. Department Heads shall each receive a cellular phone allowance in the amount of up to \$60.00 per month at the discretion of the City Manager.
- B. Section 3(d) is amended to read as follows:
 - (d) The City shall make available to employees Deferred Compensation Plans. The City shall not contribute any amount toward any employee account of such plan. Employees may choose to make

contribution to these plans (currently ICMA-RC 401a and 457 plans).

- C. Section 4.1(a), (b) and (c) are amended to add the following sentences:
 - (a) All sworn members who are defined as “new members” under PEPRA, are covered by the 2.7% @ 57 formula provided for by the Public Employees’ Retirement Law at Government Code section 7522.25(d).
 - (b) All non-sworn members who are defined as “new members” under PEPRA, are covered by the 2% @ 62 formula provided for by the Public Employees’ Retirement Law at Government Code section 7522.20(a).
 - (c) For all Department Head level members who are not “new members as defined by the Public Employees’ Pension Reform Act of 2013 (“PEPRA”), the City shall pay the following benefit toward the employee’s contribution to the PERS retirement program:

Effective upon date of hire, if before July 1, 2014:	5%
Effective July 1, 2014:	3%
Effective July 1, 2015:	1%

All members who are defined as “new members” under PEPRA will be required to pay 50% of the normal retirement cost as determined by PERS, unless higher as required by PEPRA. In no event may the City pay the required member contribution of a new member.

- D. Section 4.2 is amended to read as follows:

The City has contracted with PERS to provide the "single highest year retirement compensation formula." For new members under PEPRA, single highest year is inapplicable, and the three (3) year average shall be used.

- E. Section 5.1(a) is amended to add the following sentence:

Department Heads shall each be allowed vacation leave with pay at the rate of ninety-six (96) hours each year for their first five (5) full years of employment, with forty (40) of those hours immediately credited as of the date of hire.

- F. Section 5.5(b) is amended to add the following sentence:

- (b) Department Heads shall be afforded up to ninety-six (96) hours of Administrative Leave, annually, at the discretion of the City Manager.

G. Section 7 is amended to add the following subsection:

- (d) Department Head positions may involve time in excess of eight (8) hours per day, forty (40) hours per week. As set forth in Section 3.7, above, both of these positions are classified as “exempt, Management/Confidential.” As exempt employees, Department Heads are not entitled to overtime compensation and are exempt from the Fair Labor Standards Act’s work hour’s restrictions. Department Heads may modify their work schedules within reason to adjust for their attendance at meetings at night and during other times outside of ordinary business hours.

G. Section 8 is amended to add the following subsection:

- 8.2. Prior Service Credit. Upon completion of five (5) years of service as a Department Heads with the City, each director’s full-time public agency (state, local, county or special district) years of experience, as verified by CalPERS or comparable public pension system, will be counted towards the accrual of benefits provided under this agreement specific to vacation accrual and retiree medical benefits.

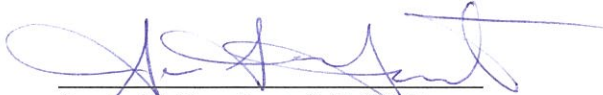
SECTION II. SCOPE OF AMENDMENTS.

To the extent not specifically addressed by the amendments in this Resolution, all of the benefits, and conditions thereto, set forth in Resolution No. R11-27 shall apply to Department Heads. All of the provisions in Resolution No. R11-27 not affected by the amendments approved and adopted by this Resolution remain in full force and effect.

SECTION III. CERTIFICATION, PASSAGE AND ADOPTION.

The City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original resolutions.

PASSED, APPROVED, AND ADOPTED on this 11th day of February, 2014.

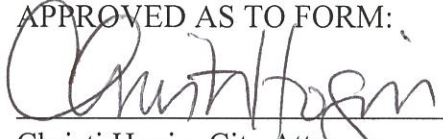

James F. Goodhart, MAYOR

ATTEST:



Vickie Kroneberger, Deputy City Clerk

APPROVED AS TO FORM:



Christi Hogin, City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF PALOS VERDES ESTATES)

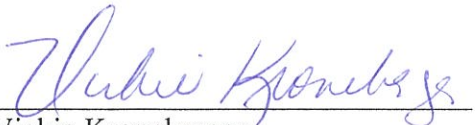
I, Vickie Kroneberger, Executive Assistant/Deputy City Clerk for the City of Palos Verdes Estates, California, do hereby certify that the foregoing Resolution **R14-11** was duly and regularly approved and adopted by the City Council of the City of Palos Verdes Estates at its regular meeting of the City Council on the 11th day of February, 2014, by the following vote:

AYES: COUNCILMEMBERS: Goodhart, Perkins, Bird, Humphrey, Rea

NOES: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: None

RECUSED: COUNCILMEMBER: None



Vickie Kroneberger,
Executive Assistant/Deputy City Clerk