

RESOLUTION NO. _____ (2022 SERIES)

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN LUIS OBISPO,
CALIFORNIA, AMENDING MANAGEMENT COMPENSATION FOR
APPOINTED OFFICIALS, DEPARTMENT HEADS, AND MANAGEMENT
EMPLOYEES AND SUPERSEDING PREVIOUS RESOLUTIONS IN
CONFLICT**

WHEREAS, the unrepresented management employees (Appointed Officials, Department Heads, and Management Employees) of the City of San Luis Obispo have remained committed to providing high quality service to the community; and

WHEREAS, to achieve our service standards, the City must attract and retain highly qualified employees who exemplify our organizational values; and

WHEREAS, fostering an environment attractive to such employees depends upon many factors, including a competitive compensation program; and

WHEREAS, the City of San Luis Obispo has experienced challenges recruiting and retaining employees in the unrepresented management group; and

WHEREAS, the City Council is committed to providing competitive compensation to recruit and retain well qualified employees, as provided in the City's adopted Labor Relations Objectives and Compensation Philosophy while also considering the long-term fiscal sustainability of changes in compensation.

NOW, THEREFORE, BE IT RESOLVED, that the Council of the City of San Luis Obispo hereby revises unrepresented management compensation as follows:

SECTION 1. The City agrees to increase the salaries of unrepresented management employees with a cost-of-living adjustment (COLA) effective on the following dates: 1.5% COLA the first full pay period of July 2022, a 3% COLA the first full pay period of July 2023, and a 3% COLA effective the first full pay period of July 2024.

SECTION 2. The City shall continue to provide employees certain fringe benefits as set forth in Exhibit "A", fully incorporated by reference.

SECTION 3. The City agrees to implementation of the market equity adjustments for specified classifications as set forth in Exhibit "B" effective the first full pay period of April 2022, fully incorporated by reference.

SECTION 4. The Director of Finance shall adjust the appropriate accounts to reflect the compensation changes.

SECTION 5. This resolution shall be in effect from April 19, 2022 through June 30, 2025.

SECTION 6. Amendments to compensation for unrepresented management employees do not constitute a "Project" under CEQA Guidelines Sec. 15378.

Upon motion of Council Member _____, seconded by Council Member _____, and on the following vote:

AYES:

NOES:

ABSENT:

The foregoing resolution was adopted this _____ day of _____ 2022.

Mayor Erica A. Stewart

ATTEST:

Teresa Purrington
City Clerk

APPROVED AS TO FORM:

J. Christine Dietrick
City Attorney

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of San Luis Obispo, California, on _____.

Teresa Purrington
City Clerk

R _____