

**RESOLUTION NO. \_\_\_\_\_ (2022 SERIES)**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN LUIS OBISPO, CALIFORNIA, REGARDING COMPENSATION FOR THE UNREPRESENTED CONFIDENTIAL EMPLOYEES AND SUPERSEDING PREVIOUS RESOLUTIONS IN CONFLICT**

**WHEREAS**, the City has designated classifications in City Administration, Finance, Human Resources, and the City Attorney’s Office as confidential employees pursuant to the Government Code 3507.5 and Employer-Employee Resolution 6620; and

**WHEREAS**, confidential employees are precluded from collective bargaining due to their proximity to labor negotiations, and therefore are not governed by a collective bargaining agreement; and

**WHEREAS**, the unrepresented confidential employees 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 confidential 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 confidential compensation as follows:

**SECTION 1.** The City agrees to increase the salaries of unrepresented confidential 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 confidential 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

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