

**RESOLUTION NO. \_\_\_\_\_ (2021 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 the following classifications as confidential employees pursuant to the Government Code 3507.5 and Employer-Employee Resolution 6620: Administration Executive Assistant, Human Resources Administrative Assistant I, II, III, Human Resources Information System Technician, Human Resources Specialist, Legal Assistant, and Legal Assistant/Paralegal; 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 confidential employees have remained committed to providing high quality service to the community; and

**WHEREAS**, the City Council is committed to providing competitive compensation as provided in the City's adopted Compensation Philosophy.

**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 3% cost of living adjustment (COLA) effective the first full pay period of July 2021.

**SECTION 2.** The City agrees to complete a benchmark compensation study by February 28, 2022 which will inform competitiveness in the market and frame the next round of conversations with the unrepresented confidential group.

**SECTION 3.** The City shall continue to provide employees certain fringe benefits as set forth in Exhibit "A", fully incorporated by reference.

**SECTION 3.** The Director of Finance shall adjust the appropriate accounts to reflect the compensation changes.

**SECTION 4.** This resolution shall be in effect from July 20, 2021 through June 30, 2022.

**SECTION 5.** 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 \_\_\_\_\_ 2021.

\_\_\_\_\_  
Mayor Heidi Harmon

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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