

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PLACERVILLE
RETROACTIVELY APPROVING AND AFFIRMING AN AMENDMENT TO
SALARY AND BENEFIT PROVISIONS FOR THE EMPLOYEES IN THE
UNREPRESENTED SUPERVISORY UNIT CLASSIFICATIONS**

WHEREAS, the Supervisory Unit consists of the following employee classifications: Accounting Supervisor, Assistant Engineer, Associate Civil Engineer, Building Official, Director of Information Technology, Lab Director, Police Support Services Supervisor, Parks and Facilities Maintenance Superintendent, Public Works Superintendent, Public Works Operations Manager, Recreation Supervisor, Recreation Coordinator, Senior Civil Engineer, Water Reclamation Facility Chief Plant Operator; and

WHEREAS, the Supervisory Unit is an unrepresented bargaining unit and has not been represented in negotiations with the City regarding salaries and benefits; and

WHEREAS, at its meeting held on March 11, 2025, the City Council approved a tentative agreement with the International Union of Operating Engineers Stationary Engineers, Local 39 (Local 39) unit in closed session for the period of January 1, 2025 to December 31, 2026, and the City Attorney, reported out the said tentative agreement during open session of the same meeting; and

WHEREAS, the City Council desires to amend the salary and benefit provisions for the Supervisory Unit to reflect the provisions of the Local 39 tentative agreement effective from January 1, 2025 to December 31, 2026.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the City Council of the City of Placerville hereby retroactively approves and affirms the following amendments to the salary and benefit provisions for the Supervisory Unit.

Employee Compensation

A. Salaries

- (1.) Effective the first full pay period in January 2025, the City shall increase base salary by two percent (2%).
- (2.) Effective the first full pay period in July 2025, the City shall increase base salary by one percent (1%).
- (3.) Effective the first full pay period in July 2025, the City shall pay unit members a one-time distribution (off-schedule salary stipend) of \$500 each.
- (4.) Effective the first full pay period in January 2026, the City shall implement a salary study increase for agreed upon unit classifications determined to be below market based on the 2022 compensation study and a weighted average that is equal to 1% of the salary for the unit subject to Section 6 below.

- (5.) Effective the first full pay period in January 2026, the City shall increase base salary by equivalent to the annual change in the San Francisco-Oakland-San Jose Consumer Price Index-All Urban Consumers from February 2024 to February 2025 with a minimum increase of two percent (2%) and a maximum increase of four percent (4%) subject to Section 6 below.
- (6.) Any legislative changes affecting the allocation formulas used to apportion highway user taxes, property taxes, property taxes in lieu of VLF, and/or sales taxes that decrease the revenues received by the City shall result in the suspension of the said January 2026 salary increase and/or the January 2026 salary study adjustments shown above. A forecasted deficit in the General Fund, Sewer Enterprise Fund, and/or the Water Enterprise Fund equal to 1.00% or more shall result in the suspension of the said January 2026 salary increase and/or the January 2026 salary study adjustments shown above.

B. Clothing Stipend

Effective January 1, 2025, all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Lab Director, Parks and Facilities Maintenance Superintendent, Public Works Operations Manager, Public Works Superintendent, and the Water Reclamation Facility Chief Plant Operator, shall receive an annual clothing and boot stipend of eight hundred dollars (\$800.00).

Effective January 1, 2026, all full-time employees who are required as a condition of employment to acquire and wear uniforms including the Lab Director, Parks and Facilities Maintenance Superintendent, Public Works Operations Manager, Public Works Superintendent, and the Water Reclamation Facility Chief Plant Operator, shall receive an annual clothing and boot stipend of eight hundred fifty dollars (\$850.00). A 50.00% payment shall be made in the first full pay period in January, and a second 50% payment shall be made the first full pay period in July of each year.

Effective January 1, 2025, the City will provide all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Assistant Engineer, Associate Civil Engineer, and Senior Civil Engineer an annual boot stipend in the amount of two hundred dollars (\$200.00).

Effective January 1, 2026, the City will provide all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Assistant Engineer, Associate Civil Engineer, and Senior Civil Engineer an annual boot stipend in the amount of two hundred fifty dollars (\$250.00).

A 50.00% payment shall be made in the first full pay period in January, and a second 50% payment shall be made the first full pay period in July of each year. In addition, the City shall provide and replace, upon department head discretion,

as needed, a jacket of "traffic orange" color, for each Assistant Engineer, Associate Civil Engineer, and Senior Civil Engineer.

Effective January 1, 2025, all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Police Support Services Supervisor, shall receive a clothing stipend in the amount of seven hundred fifty dollars (\$750.00) per year, paid proportionately in quarterly installments, and shall be provided to all full-time Police Department employees covered in this unit.

Effective January 1, 2026, all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Police Support Services Supervisor shall receive a clothing stipend in the amount of eight hundred dollars (\$800.00) per year, paid proportionately in quarterly installments, and shall be provided to all full-time Police Department employees covered in this unit.

C. Educational Incentives

Represented employees who qualify as outlined below shall be paid a monthly incentive for one of the two certificates.

(1.) Grade II.

Effective January 1, 2025, a \$97.50 per-month salary differential will be paid to an employee who possesses a current and valid Grade II Water or Wastewater Treatment Certification from the State of California.

Effective January 1, 2026, a \$130.00 per-month salary differential will be paid to an employee who possesses a current and valid Grade II Water or Wastewater Treatment Certification from the State of California.

(2.) Grade III.

Effective January 1, 2025, a \$135.00 per-month salary differential will be paid to an employee who possesses a current and valid Grade III Water or Wastewater Treatment Certification from the State of California.

Effective January 1, 2026, a \$180.00 per-month salary differential will be paid to an employee who possesses a current and valid Grade III Water or Wastewater Treatment Certification from the State of California.

(3.) State Certifications for Waste Water/Water Certificates:

Effective January 1, 2025, the City will provide additional seventy-five dollars (75.00) per month for each certificate level above the minimum requirements for the job classification. Employees with more than two required certifications for their job class shall be eligible for additional certification pay related to wastewater and water including cross-connection certifications.

Effective January 1, 2026, the City will provide additional hundred dollars (\$100.00) per month for each certificate level above the minimum requirements for the job classification. Employees with more than two required certifications for their job class shall be eligible for additional certification pay related to wastewater and water including cross-connection certifications.

(4.) California Water Environment Association Certificates:

Effective January 1, 2025, the City will provide an additional fifty dollars (\$50.00) per month for each certificate above the minimum requirements for the job classification.

Effective January 1, 2026, the City will provide an additional one hundred dollars (\$100.00) per month for each certificate above the minimum requirements for the job classification.

(5.) Pesticide Operations

Effective January 1, 2025, limited to two positions per classification, those employees assigned the duties of applying pesticides shall receive a certification differential of \$22.50 per month for possession of a Pest Control Applicators certificate and \$45.00 per month for a Pest Control Advisor certificate, non-cumulative.

Effective January 1, 2026, limited to two positions per classification, those employees who are assigned the duties of applying pesticides shall receive a certification differential of \$30.00 per month for possession of a Pest Control Applicators certificate and \$60.00 per month for a Pest Control Advisor certificate, non-cumulative.

(6.) Pool Certification

Effective January 1, 2025, eligible employees who have an El Dorado County Health Department Certificate for swimming pools shall receive \$37.50 per month provided such certificate is maintained.

Effective January 1, 2026, eligible employees who have an El Dorado County Health Department Certificate for swimming pools shall receive \$50.00 per month provided such certificate is maintained.

D. Holidays

All full-time, probationary, and permanent status employees are eligible for the following holidays:

- New Year's Day
- Martin Luther King's Birthday (3rd Monday in January)
- President's Day (3rd Monday in February)

- Memorial Day
- Independence Day
- Labor Day
- Veteran’s Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day
- Day before or after Christmas Day or Day before or after New Year’s Day
- Day determined by Department Head
- (3) Floating Holidays (Juneteenth observed as a floating holiday)
 - a. Floating holidays to be taken at the discretion of the department head and shall not be carried over beyond any calendar year. If an employee is called in to work on a floating holiday which had been previously scheduled and approved, the employee would receive either a rescheduled floating holiday to be taken at the request of the employee and the approval of the department head or holiday pay at the rate of time and one-half.
 - b. Friday is a holiday when the regular holiday falls on a Saturday, and Monday is a holiday when the regular holiday falls on a Sunday
 - c. Holidays shall reflect federally legislated changes
 - d. Any employee who is assigned to work on a holiday shall receive payment at the rate of time and one-half.
 - e. Public Works employees whose holidays fall on their days off are given a compensating holiday.

E. All Other Salary and benefit provisions as currently provided shall remain in full force and affect.

The foregoing Resolution was introduced at a regular meeting of the City Council of the City of Placerville held on August 12, 2025, by Councilmember _____ who moved its adoption. The motion was seconded by Councilmember _____. The motion was passed by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Mayor, John Clerici

ATTEST:

Regina O'Connell, CPMC, City Clerk