



Office of the City Manager

CONSENT CALENDAR
June 25, 2024

To: Honorable Mayor and Members of the City Council
From: Dee Williams-Ridley, City Manager
Submitted by: Aram Kouyoumdjian, Director of Human Resources
Subject: Unrepresented Employee Group Salaries, Longevity Differential, and Vision Insurance

RECOMMENDATION

Adopt a Resolution approving salary adjustments, modification of the longevity differential, and the addition of vision insurance coverage for specified units of employees in the Unrepresented Employee Group and authorizing the City Manager to make edits to the Unrepresented Employee Manual in alignment with the Resolution, and to execute and implement the terms and conditions of employment set forth in the new Unrepresented Employee Manual.

The terms of the proposed 2024-2027 changes are within the parameters of authority approved by Council in closed session.

FISCAL IMPACTS OF RECOMMENDATION

The costs of the recommendations are estimated at \$2,709,532 in FY 2024-25; \$4,626,872 in FY 2025-26; and \$6,246,629 in FY 2026-27.

CURRENT SITUATION AND ITS EFFECTS

Traditionally, the Unrepresented Employee Group salaries and benefits mirror the City's economic agreement with the Service Employees International Group (SEIU) Local 1021 Maintenance & Clerical Chapters in order to maintain internal equity and external competitiveness. Notable changes to Unrepresented salaries and benefits are along three dimensions that reflect the City's pending agreement with SEIU-MC:

- (1) **COLA Increases:** 6.0% wage increase effective the start of the first full pay period after Council adoption; a 4.0% wage increase effective the first full pay period in July 2025; and a 4.5% wage increase in the FY 2026-2027 fiscal year, of which 2.5% will be effective the first full pay period in July 2026 and 2.0% will be effective the first full pay period in January 2027.
- (2) **Longevity Pay:** Effective the first full pay period in July 2026, the longevity pay structure will be modified to provide 3% longevity pay beginning with the 15th

year of service. (Per the current manual, longevity is triggered at the beginning of the 20th year of service.)

(3) **Holiday:** The last Monday in March will be observed as Cesar Chavez Day.

Since the City's tentative agreement with SEIU-MC envisions modest modifications to differentials and allowances that would not apply to unrepresented employees, it is recommended that the Unrepresented Employee Group receive a modest benefit enhancement of its own: the addition of vision insurance for career, benefited members of the group, effective January 2025.

BACKGROUND

In a separate item on this agenda, the City Council will be considering salary and benefit adjustments for SEIU Local 1021 Maintenance & Clerical Chapters. It has been longstanding policy of the City to approve cost of living adjustments and benefit changes for Unrepresented employees that are aligned with those of SEIU-MC in order to maintain internal equity and external competitiveness.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

The recommended COLA increases and modifications to benefits address inflation and aim to keep the City of Berkeley competitive in its recruitment and retention efforts.

ALTERNATIVE ACTIONS CONSIDERED

Various alternative proposals were considered by SEIU-MC's and the City's negotiation teams before mutual agreement was reached on the proposed MOU, which then informed the pending recommendations for the Unrepresented Employee Group.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

Attachments:

1: Resolution: Unrepresented Employee Group Salaries, Longevity Differential, and Vision Insurance (2024-2027)

Exhibit A: Unrepresented Employee Manual (Revised Version – June 2024)

Exhibit B: Unrepresented Employee Manual (Tracked Changes Version)

RESOLUTION NO. ##,###-N.S.

Unrepresented Employee Group Salaries, Longevity Differential, and Vision Insurance
(2024-2027)

WHEREAS, the Unrepresented Employee Group salaries and benefits have traditionally mirrored the City's economic agreement with the Service Employees International Group (SEIU) Local 1021 Maintenance & Clerical Chapters in order to maintain internal equity and external competitiveness; and

WHEREAS, in a separate agenda item, the City Council will be considering salary and benefit adjustments for SEIU Local 1021 Maintenance & Clerical Chapters; and

WHEREAS, the City Manager is recommending similar changes in salary and benefit adjustments for the Unrepresented Employee Group;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is hereby authorized to revise and execute a new Unrepresented Employee Manual and effectuate the following changes for the Unrepresented Employee Group: (1) COLA Increases: 6.0% wage increase effective the start of the first full pay period after Council adoption; a 4.0% wage increase effective the first full pay period in July 2025; and a 4.5% wage increase in the FY 2026-2027 fiscal year, of which 2.5% will be effective the first full pay period in July 2026 and 2.0% will be effective the first full pay period in January 2027; (2) Longevity Pay: effective the first full pay period in July 2026, the longevity pay structure will be modified to provide 3% longevity pay beginning with the 15th year of service; (3) Holiday: the last Monday in March will be observed as Cesar Chavez Day.

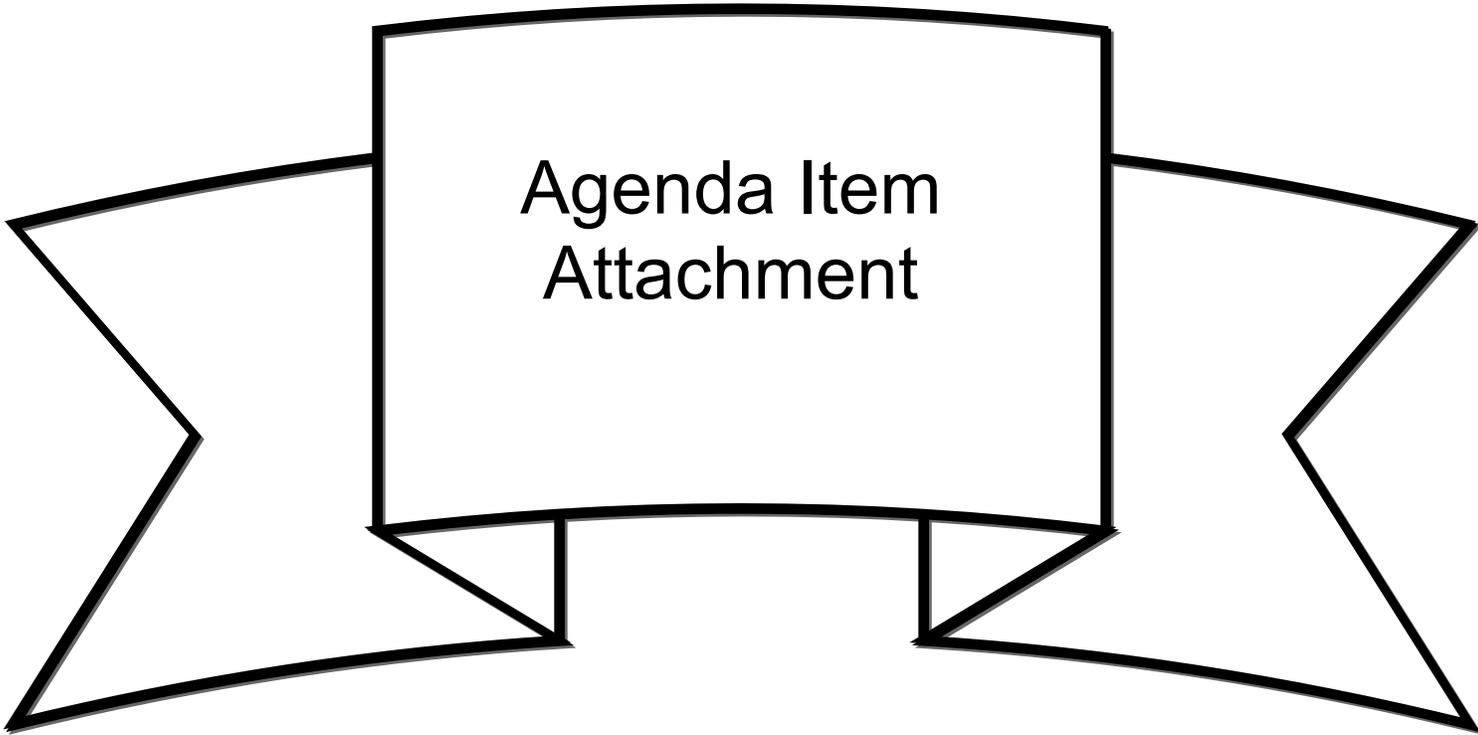
BE IT FURTHER RESOLVED that since the City's tentative agreement with SEIU-MC envisions modest modifications to differentials and allowances that would not apply to Unrepresented employees, members of the Unrepresented Employee Group with career, benefited status shall have vision insurance added as a benefit effective January 2025;

BE IT FINALLY RESOLVED that the Council of the City of Berkeley approves, and the City Manager is hereby authorized to effectuate, a new Classification and Salary table for Unrepresented Employee Group classifications that implement the salary adjustments reflected in the new Unrepresented Employee Manual and supersede prior salary resolutions.

Exhibits

Exhibit A: Unrepresented Employee Manual (Revised Version – June 2024)

Exhibit B: Unrepresented Employee Manual (Tracked Changes Version)



Agenda Item
Attachment

This attachment will be provided to the City Council and the public prior to the meeting (including posting to the city website) in accordance with the requirements for revised and supplemental materials in the Open Government Ordinance.

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The City of Berkeley, City Council's Web site:
<http://berkeleyca.gov>