

**RESOLUTION NUMBER 2985**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PERRIS APPROVING IMPLEMENTATION OF THE CLASSIFICATION AND COMPENSATION PLAN CONDUCTED BY PERSONNEL CONCEPTS, INC. FOR CITY EMPLOYEES, APPROVING THE INCLUSION OF THE COST TO IMPLEMENT INTO THE FISCAL YEAR 2002/2003 BUDGET, AND AUTHORIZING THE CITY MANAGER TO EXECUTE RELATED AMENDMENTS AND ACTIONS TO IMPLEMENT AND TO MANAGE THE ONGOING IMPLEMENTATION OF THE PLAN**

**WHEREAS**, it is the will and desire of the City council to update the foundation of the City's personnel management system and the basis for compensating employees; and

**WHEREAS**, it is further the will and the desire of the City Council to attract and to retain qualified and quality personnel with salaries competitive with the labor market and internally equitable within the City; and

**WHEREAS**, in order to develop consistent internal relationship differentials, sound compensation structures, and an equitable linkage with 21<sup>st</sup> century labor market compensation trends, Personnel Concepts, Inc. prepared a Compensation Study, dated June 28, 2002, for all City of Perris employees; and

**WHEREAS**, implementation of the Compensation Study will require adjustments to related documents and agreements, including those such as existent salary schedules for all City employees and the Teamsters Local 911 Memorandum of Understanding; and

**WHEREAS**, it is the will and desire of the City Council to implement the Study for City of Perris employees and to facilitate the City's ongoing management of the plan and related matters.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Perris as follows:

**Section 1.** That the City Council hereby approves implementation of the Compensation Study conducted by Personnel Concepts, Inc., dated June 28, 2002, attached hereto as Exhibit "A", and the inclusion of the cost to implement said plan into the Fiscal Year 2002/2003 Budget.

**Section 2.** That the City Council authorizes the City Manager, or his designee, to execute related amendments and action necessary to the purpose of implementation of the Compensation Study, including but not limited to:

a). The California Teamsters Public, Professional and Medical Employees Union, Local 911 Memorandum of Understanding, specifically including: the agreement to implement the Compensation Study Revised Salary Schedule, to be effective July 1, 2002, by placing bargaining unit employees at the nearest step in the revised schedule to provide minimally a 5% increase over current salary, in return for the union waiver of the 1.5% increase due July 1, 2002, the 1.5% increase due July 1, 2003, and the deletion of the 5% additional pay provision for "Acting Classification Pay";

b). Current salary schedules (and related agreements) for all City employees, including bargaining unit (union), mid-management and executive management, with implementation to be effective July 1, 2002, by placing all employees at the nearest step in the revised schedule to provide minimally a 5% increase over current salary, in order to promote consistency and preserve internal equity.

**Section 3.** That the City Council authorizes the City Manager, or his designee, to implement necessary actions to manage the ongoing implementation of the Compensation Study, including but not limited to making minor revisions to related documents and the updating of individual classifications and schedules on an as-needed basis.

**Section 4.** That the City Clerk shall attest to the passage of this Resolution, and it shall thereupon be in full force and effect.

**ADOPTED, SIGNED** and **APPROVED** this 30<sup>th</sup> day of July, 2002.

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Mayor, Daryl R. Busch

ATTEST:

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City Clerk, Margaret Rey

STATE OF CALIFORNIA    )  
COUNTY OF RIVERSIDE   ) §  
CITY OF PERRIS            )

I, Margaret Rey, CITY CLERK OF THE CITY OF PERRIS, CALIFORNIA, DO HEREBY CERTIFY that the foregoing Resolution Number 2985 was duly and regularly adopted by the City Council of the City of Perris at a regular meeting thereof held the 30<sup>th</sup> day of July, 2002, and that it was so adopted by the following called vote:

AYES:           Rogers, Yarbrough, Landers, Motte, Busch  
NOES:  
ABSENT:  
ABSTAIN:

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City Clerk, Margaret Rey

**EXHIBIT "A"**  
**(RESOLUTION NUMBER 2985)**