

# COUNTER-PROPOSAL OF THE CITY OF DELANO IN RESPONSE TO THE MANAGEMENT EMPLOYMENT GROUP

September 25, 2014

The City of Delano hereby responds to the proposal of MEG as follows:

## **Term of Agreement:**

The City agrees to MEG's proposal for a one year term commencing July 1, 2014 and ending June 30, 2015.

## **Compensation:**

### **City's Counter-Proposal:**

The City proposes an increase to provide an 8% market adjustment to the salary for the position of Records and Documents Manager Effective July 1, 2014.

The City also proposes to increase all MEG salary schedules in an amount equal to 3%. The proposed increase would be Effective January 1, 2015.

### **City's Rationale:**

This year the City is using such resources as it has available to correct inequities in the compensation of as many city employees as possible. It recently concluded an agreement with the Delano Police Officer's Association which has the effect of raising police officer compensation from 18% *below* market to approximately 7% *below* market. Similarly, the City approved market adjustments for its department heads making their compensation comparable to that of their colleagues in other cities and recognizing that each of them is managing more than one department.

The City recognizes that the compensation of the Records and Documents Manager is to far below market and accordingly proposes a market adjustment increase to the salary of that position by a total of 8% effective July 1, 2014.

With the exception of the positions of Records and Documents Manager, Building Official and Transit Manager, the compensation of *all* other MEG positions ranges *above* market anywhere 0.61% to 15.31%.

At the end of June, 2014 all MEG position received a 3% increase for 2014-2015 which, given the increases other comparable cities are anticipated to be giving will maintain the above market compensation of MEG members at the same levels.

### **F Step for all MEG members:**

MEG has proposed an F step for all MEG unit. The City rejects this proposal because most members in the MEG unit are already above market and an "F" step equals to a total of 8% increase for most members. Furthermore an 8% increase is inconsistent with both the current CPI of 2% and the average increases being granted by surrounding agencies that have been between 1-4%. Also F step was granted for Police Officers only as a way to try and confiscate for their salaries being well below market for various years and at current time are still below market which justified the F step.

### **Education Incentive:**

MEG has proposed that Education Incentive be made available to all MEG managers who qualify. The City rejects this proposal because such incentives are based on the qualifications needed to perform the job requirements of certain positions. They are not tied to the qualifications of individuals without regard to the work they are actually doing for the City.

### **Physical Examinations:**

#### **City's Proposal:**

The City proposes that the language in the agreement between the City and MEG providing for the City to pay for physical examinations for unit members be eliminated as effectively redundant.

#### **City's Rationale:**

The City make this proposal because physical examinations are already covered in the healthcare plans provided to MEG unit members by the City.

### **Re-Evaluate Compensation Study:**

MEG has proposed that the City re-evaluate the compensation study for the Water Production & Utility Superintendent because most City's contract out this positions. MEG unit has provided their own compensation study for this classification and used Arcadia, Los Osos, Tulare, and Hawthorne as the Cities of comparison. The City rejects the MEG unit compensation study for this classification because Arcadia, Los Osos and Hawthorne are not Cities that are comparable to the City of Delano nor are they Cities that we have used in the past for comparison. The City did re-evaluate the comparison previously done by the City with the Cities of Shafter, Tulare, Porterville, and Hanford.

The City found that Taft was the only City that contracts out the duties of this classification. The City's compensation study of this classification shows that this classification is 4.31% above average and when the incumbent obtains a Grade V Water Distribution Operator Certification he will receive a 20% increase.

MEG has proposed that the City re-evaluate the compensation study for the Police Records and Communication Manager because the Cities used for comparison have split this classification into two positions and that should justify a salary adjustment for this classification. The City has re-evaluated its compensation study of this positions and has determined that this classification is 11.39% above market. Out of the five cities being compared Tulare is the only city that has split the classification into two positions. The City rejects a salary adjustment to this classification because it is currently being compensated for supervising two units by being 11.39% above the market.