

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

JUNE 23, 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, 2014.

## 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% minus the cost of the 8% increase provided to the records manager for 2014-2015. 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 1.33% to 14.45%.

At the end of June, 2014 all MEG position will be receiving 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.

### **Supervisor Pay Grade Separation:**

MEG has proposed that the City formally agree to maintain a 10% separation in pay between MEG managers and the city employees they manage or supervise. The City rejects this proposal because the pay grade separation in every case already exceeds 10% and in almost all cases actually exceeds 30%.

### **Post Incentive Pay and Education Incentive:**

MEG has proposed that the Post Incentive Pay and 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.

### **Service Credit for "Part-Time" Pay:**

MEG has requested that the city retroactively grant service credit for those MEG unit members who worked "part-time" in the past at the 39 hour per week level. The City is researching whether this is legally feasible and the cost and policy implications of this proposal. The City does not yet and will not soon have the answers it needs to these questions and accordingly rejects this proposal for the 2014-2015 fiscal year.

### **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.