

TOWN OF SAN ANSELMO

RESOLUTION NO. 4252

A RESOLUTION REVISING RESOLUTION #4161 TO ESTABLISH SALARIES AND BENEFITS FOR CONFIDENTIAL EMPLOYEES EFFECTIVE JULY 1, 2018

WHEREAS, the performance of the confidential employees and changes in the cost of living have been reviewed by the Town Manager and the Finance and Administrative Services Director; and

WHEREAS, the duties, responsibilities, and compensation of the confidential staff of the Town of San Anselmo have been reviewed in relation to comparable positions in comparable cities and towns in Marin; and

WHEREAS, the Service Employees International Union (SEIU) 1021 Memorandum of Understanding provides for a 3% salary increase effective July 1, 2018, a 3% salary increase effective July 1, 2019 and a 3% salary increase effective July 1, 2020

NOW THEREFORE, BE IT HEREBY RESOLVED, that the following monthly salary ranges of the confidential employees are set as follows:

JULY 1, 2017

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Benefits Technician (37.5 hour workweek)	\$5,470	\$5,744	\$6,031	\$6,332	\$6,650

REVISED

JULY 1, 2018 (3% increase for classification)

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Benefits Technician (37.5 hour workweek)	\$5,634	\$5,916	\$6,212	\$6,522	\$6,850

JULY 1, 2019 (3% increase for classification)

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Benefits Technician (37.5 hour workweek)	\$5,803	\$6,094	\$6,398	\$6,718	\$7,055

JULY 1, 2020 (3% increase for classification)

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Benefits Technician (37.5 hour workweek)	\$5,977	\$6,277	\$6,590	\$6,919	\$7,267

BE IT FURTHER RESOLVED, that effective July 1, 2015, employees shall pay the entire employee PERS contribution which is 8% of salary for classic PERS employees hired prior to February 2007, 7% of salary for classic PERS employees hired after February 2007 and 6.25% for employees new to PERS or a reciprocal retirement system as of January 1, 2013.

BE IT FURTHER RESOLVED, that confidential employees shall follow the SEIU Memorandum of Understanding for all employee benefits including periodic salary adjustments and scheduled equity studies; and

BE IT FURTHER RESOLVED, that as of June 1, 2016, the Accounting Benefits Technician position has assumed responsibility for the Ross Valley Fire Department (RVFD) payroll and accounts payable functions, which entail significant increased responsibility, for which the Accounting Benefits Technician will receive an additional 10% on the incumbent's current salary, for as long as the position is responsible for the RVFD functions. The Ross Valley Fire Department will pay the Town for these accounting services.

I hereby certify that the foregoing resolution was passed and adopted by the San Anselmo Town Council on the 25th day of September 2018 by the following vote, to wit:

AYES: Wright, Brown, Greene, Coleman, Colbert

NOES: None

ABSENT: None

ABSTAIN: None



John Wright, Mayor

ATTEST:



Carla Kacmar, Town Clerk