

RESOLUTION NO. 22-0157

A RESOLUTION OF THE MANHATTAN BEACH CITY
COUNCIL APPROVING AMENDMENTS TO THE
COMPENSATION PLAN FOR FULL-TIME
UNREPRESENTED EMPLOYEES OF THE CITY OF
MANHATTAN BEACH

WHEREAS, the salary and benefits provisions for the unrepresented employees of the City of Manhattan Beach are provided for in an Compensation Plan for Full-Time Unrepresented Employees, originally approved by the City Council on March 15, 2022;

WHEREAS, the City's three Battalion Chiefs have been represented by the Fire Management Association (FMA) since it was organized in 2017, and prior to that, were unrepresented employees;

WHEREAS, the sole member of the Fire Management Association, a Fire Battalion Chief, requested to dissolve the Association and become unrepresented by a labor organization;

WHEREAS, the City Council has provided authority for compensation for the Battalion Chief positions, and approval to include the position in the Full-Time Unrepresented Employees group, as well as the retitling of the position from Battalion Chief to Division Chief;

WHEREAS, Staff has updated the Compensation Plan for Full-Time Unrepresented Employees to include the terms, conditions, and compensation for the Division Chief position; and

WHEREAS, the attached compensation plan is intended to be inclusive of all terms, conditions, and compensation for unrepresented employees, with the exception of policies that apply to all City employees, and therefore apply to unrepresented employees.

THEREFORE, THE MANHATTAN BEACH CITY COUNCIL HEREBY RESOLVES AS FOLLOWS:

SECTION 1. The City Council hereby approves and adopts the attached amended and restated Compensation Plan for Full-Time Unrepresented Employees of the City of Manhattan Beach.

SECTION 2. The City Council hereby amends the personnel rules to remove the following provisions:

- Rule XI Attendance and Leaves Section 11 Holidays – paragraph related to holiday pay for Battalion Chief;
- Rule XI Attendance and Leaves Section 12 Overtime Work – paragraph related to overtime calculation for Battalion Chief;

- Rule XII Expenses Allowances and Other Fringe Benefits Section 1 Uniform Allowance - related to the Uniform Allowance for Battalion Chief (removing "Battalion Chief" from the list of positions receiving uniform allowance)
- Rule XII Expenses Allowances and Other Fringe Benefits Section 5 Retirement D. Single Highest Year
- Rule XII Expenses Allowance and Other Fringe Benefits Section 8 B Fire Management

SECTION 3. The City Council ratifies the re-titling of the Battalion Chief to Division Chief

SECTION 4. The City Council repeals Resolution 16-0059, outlining overtime rate calculations for Battalion Chief, in its entirety

The Human Resources Director or their designee shall administer the terms of the compensation plan on behalf of the City.

SECTION 5. The City Clerk shall certify to the adoption of this Resolution.

ADOPTED on November 15, 2022.

AYES:

NOES:

ABSENT:

ABSTAIN:

STEVE NAPOLITANO
Mayor

ATTEST:

LIZA TAMURA
City Clerk