

**RESOLUTION 20-106, SERIES 2020**  
**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DAVIS**  
**APPROVING WAGES AND BENEFITS OF UNREPRESENTED**  
**EXECUTIVE MANAGEMENT EMPLOYEE**

WHEREAS, the City Council of the City of Davis, pursuant to California Government Code section 3500 et seq., previously enacted Resolution No. 18-150, Series 2018, a resolution setting forth various terms, conditions and benefits of employment for the City's executive managers; and

WHEREAS, the "Executive Management" employees are listed in the City's approved City Salary Table, and currently include the "at will" positions of City Manager, Assistant City Manager, Police Chief, Fire Chief, Public Works Director, Parks and Community Services Director, Finance Director, Human Resources Director, Information Technologies Director, City Clerk, Community Development Director, Business & Community Engagement Director, Assistant Director Community Development & Sustainability, Assistant Director Parks & Community Services, Assistant Public Works Director, City Engineer, and Assistant City Engineer Traffic; and

WHEREAS, the terms, conditions and benefits for the Executive Management employees are updated from time to time by the City Council; and

WHEREAS, the City of Davis contracts with the California Public Employees Retirement System ("CalPERS") and obtains medical benefits through the Public Employees' Medical and Hospital Care Act (PEMHCA); and

WHEREAS, in part, to more clearly and consistently comply with CalPERS and PEMHCA requirements, the City of Davis is adopting this Resolution specifically outlining the benefits and special compensation provided to unrepresented Executive Management employees; and

WHEREAS, the City of Davis in requesting employees participate in concessions in support of the fiscal impact for fiscal year 2020-2021 resulting from the current COVID-19 pandemic; and

WHEREAS, Section 11 of Resolution 18-150, Series 18 includes the following language:

*Section 11. Reduction in Salary or Benefits. In the event the City implements cost-saving measures, such as work furloughs, salary reductions, changes to health or welfare benefits and allowances, or any other changes to the terms the applicable Management Employees MOUs, Executive Management employees will receive the same downward adjustment and change in terms as that applicable to the corresponding management unit. In the event that such cost-saving measures are subsequently eliminated (i.e. former salary or benefit levels are restored), Executive Management employees will receive same restoration of salary or terms as the corresponding management unit.*

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF DAVIS HEREBY FINDS, DETERMINES, RESOLVES AND ORDERS AS FOLLOWS:

Section 1. Executive Management employees other than the City Manager continue to serve as “at will” employees, serving at the will and pleasure of the City Manager. The City Manager continues to serve at the will and pleasure of the City Council (as set forth in the City Manager’s employment agreement).

Section 2. For Executive Management employees, where this Resolution references side letters to memoranda of understandings, such reference shall apply as follows:

- a. The Individual Management Employees Side Letter for the non-sworn/civilian classifications of City Manager, Assistant City Manager, Public Works Director, Parks and Community Services Director, Finance Director, Human Resources Director, Information Technologies Director, City Clerk, Community Development Director, Business & Community Engagement Director, Assistant Director Community Development & Sustainability, Assistant Director Parks & Community Services, Assistant Public Works Director, City Engineer, and Assistant City Engineer Traffic. The Individual Management Employees Side Letter is attached hereto and incorporated by reference as Exhibit A;
- b. The Police Management Side Letter for the sworn safety classification of Police Chief. The Police Management Side Letter is attached hereto and incorporated by reference as Exhibit B;

Section 3. Executive Management employees who are non-sworn/civilian, shall be subject to pay reduction and furloughs, cost of living increases and pension cost sharing as defined in the accompanying side letter referenced in Section 2.a.

Executive Management employees classified as sworn safety shall be subject to pay reduction and furloughs as defined in the accompanying side letter referenced in Section 2.b.

PASSED AND ADOPTED by the City Council of the City of Davis on this 30th day of June, 2020 by the following vote:

AYES: Arnold, Carson, Frerichs, Partida, Lee

NOES: None



Brett Lee  
Mayor

ATTEST:  
  
Zoe Mirabile, CMC  
City Clerk