

RESOLUTION NO. 2022-04

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF SANTA MARIA, CALIFORNIA,
APPROVING A WAGE AND BENEFIT PACKAGE FOR THE
NON-REPRESENTED MANAGEMENT AND CONFIDENTIAL EMPLOYEES**

WHEREAS, the City Council is committed to a compensation policy that strengthens the recruitment and retention of well qualified and effective managers and confidential employees; and

WHEREAS, in 2003, the Santa Maria Association of City Management Employees (SMACME) initiated a petition to decertify its bargaining group, a bargaining group comprised of management & confidential employees; and

WHEREAS, SMACME granted its request to decertify enabling their members the ability to represent themselves as a group in informal discussions with the City Manager over wages, hours, and other terms and conditions of employment; and

WHEREAS, on January 12, 2022, the City Manager entered into discussions with these unrepresented employees and assembled a wage and benefit package incorporated herein, that outlines and delineates the benefit structure for these employees consistent with other employee bargaining groups.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Santa Maria, California, that the following shall replace the wage and benefit package approved for the non-represented management and confidential employees in November 2019:

1. SALARY

Essential Worker Pay / ARPA (American Rescue Plan Act 2021)

The City shall provide a one-time premium pay up to \$10,000 in two equal payments for the employee's essential work during the COVID-19 pandemic. Full time employees who worked from March 14, 2020, to March 12, 2021, and from March 13, 2021, to March 11, 2022, shall be entitled to the \$5,000 amount per year. Full-time employees are employees who were expected to work 2,080 hours during the 12-month period and did not have more than 3 months of leave during the year. Employees who worked less than full-time, shall receive essential work payment on a prorated amount. The first payment will be issued to current City employees within 2 pay periods of City Council adoption of this Resolution. The second payment will be issued to current City employees in the first full pay period in January 2023. These amounts shall not be retirement reportable and will not be included in the regular rate of pay for overtime purposes.

Effective at the beginning of the pay period following ratification of this Resolution by the City Council, a base salary increase of three percent (3.0%) of the employee's base salary will be given to all management and confidential employees in the employ of the City.

Effective the first full pay period containing December 31, 2022, a base salary increase of two-and one-half percent (2.5%) of the employee's base salary will be given to all management and confidential employees in the employ of the City.

Accordingly, the aforementioned salary increase shall also be afforded to all Executive Managers on at-will employment contracts (City Manager, City Attorney, Department Directors) in the employ of the City upon adoption of this resolution.

2. SALARY SURVEY PROCEDURES

This section shall not be applicable to part-time employees.

The salary survey shall include for comparison purposes, the "E" step or fifth step monthly salary. For purposes of preparing a salary survey for wage and benefit consideration, the City will add two-point six percent (2.6%) to the top step salary of the benchmarked management positions (for salary comparison purposes only), in recognition of the City reporting the employer paid members contribution (EPMC) benefit to CalPERS as special compensation. Notwithstanding this provision, said salary survey procedures shall not be interpreted to mandate the setting of salary and/or other forms of compensation at the level indicated in the salary survey.

Originally, the parties agreed to add an additional percentage of 3.97% for salary survey purposes until all surveyed CalPERS agencies have the EPMC benefit, however, due to Public Employee Pension Reform Act (PEPRA) legislation, the parties agree to reduce the percentage commensurately with the percentage of unit members in Tier I (as noted in the preceding paragraph).

3. BILINGUAL PAY (See CAM 93-2)

The City will pay bilingual differential of \$55 per month for basic level skills and \$100 per month for advanced level skills to eligible employees that are required by their department director to use both English and Spanish in communicating with the general public on a regular basis while performing the duties of his/her position. The City will pay \$250 per month to eligible employees who are required by their department director to provide extensive written translations of Spanish to English and English to Spanish on a regular and frequent basis.

4. LONGEVITY PAY

Employees hired before July 1, 2011, and who have continuously been employed by the City will be provided with a six percent (6%) longevity pay.

5. EDUCATIONAL INCENTIVE PAY (See CAM 76-4)

Upon the approval of the City Manager, educational incentive pay shall be paid in addition to regular pay when education is in addition to the regular requirements of the job specifications and is work-related. An employee may not receive more than 5% in education incentive pay. The City agrees to provide the following educational incentive pay upon date of hire.

A.A. Degree = 2.5%

B.A. Degree = 5%

M.A. Degree = 5%

6. ADMINISTRATIVE SECRETARY PREMIUM PAY

Upon approval of the City Manager a 15% Administrative Secretary Premium (ASP) pay will be allowed for those personnel assigned to the Office of the City Manager responsible for Confidential Secretarial duties and who perform additional administrative secretarial tasks determined by the City Manager to be unique to the Office of the City Manager.

7. CONSTRUCTIVE RECEIPT

Employees may receive a cash payment for unused vacation, personal leave and/or compensatory time provided they meet the requirements set forth in the applicable provision of the resolution and abide by the below.

Employees will have the option to declare their intent to cash-out accrued leave under the following conditions in accordance with Internal Revenue Code Section 451:

- Hours cashed-out shall be paid at straight time
- By December 1st of each year, employees can declare their intent to cash-out the leave (or a portion of the leave) they earn during the following payroll calendar year. For example, elections made by December 1, 2022, shall apply to hours accrued in 2023.
- The employee can choose any pay period(s) during the year to receive the elected cash-out and must declare the selected pay period for cash-out at the time of election.
- Once an election is made it cannot be rescinded.
- The employee will be responsible to make sure the required number of hours to be cashed-out are available at the time of each cash-out. If an employee has not met the requirements, the employee will not be eligible for that cash-out during the year.
- Employees will be eligible for partial cash-outs if the full amount of hours elected are not available at the elected time of cash-out. For example, if an employee elects to cash-out 40 vacation hours during the first pay period in November but only 20 hours are available at that time, 20 hours would be cashed-out.
- Employees will be required to complete the City's standardized election form.
- Failure to submit an irrevocable election form by December 1st of each year shall be the same as not electing to cash-out leave during the following payroll calendar year.

8. OVERTIME (See CAM 76-7)

The Confidential Secretary, Confidential Technician I/II, and Confidential Office Clerk I/II shall be designated as non-exempt positions for the purposes of overtime. These employees will receive hourly time and one-half pay or compensatory time off for each hour paid in excess of the forty (40) hour workweek. The maximum accumulation of compensatory time shall be 120 hours. No other compensation or benefits will be afforded to these employees in consideration for overtime.

9. MANAGEMENT LEAVE

Management leave is designed to recognize and compensate for work in excess of employee's regularly scheduled workweek by exempt employees. Management leave is not based on overtime hours worked on an hour-for-hour basis.

During the first payroll period of each new payroll calendar year, all eligible exempt employees shall be credited with a designated amount of management leave time (rounded to the nearest half-hour) to be used during that payroll calendar year. No portion of the management leave hours may be accumulated or rolled over from one payroll calendar year to another and all unused management leave will automatically be erased from the books at the end of the payroll calendar year. For employees separating service or starting during the calendar year, management leave will be pro-rated (to the nearest half-hour) based on the number of full pay periods elapsed or remaining during the payroll year. If an employee, prior to separating service, used more management leave than the pro-rated amount for the payroll year, the excess used management leave will be deducted from vacation leave hours, then if needed, from the employee's final paycheck without the necessity of the City securing a judgment. Accordingly, management leave is a "use it or lose it" benefit and no unused management leave will be cashed-out.

Executive Managers (City Manager, City Attorney, Assistant City Manager, Department Directors, Chief Human Resources Officer, and Chief Information Officer) that are on at-will employment contracts will receive eighty (80) hours of management leave. The following classifications shall be placed in the second tier of the management leave program and receive sixty-four (64) hours of management leave per calendar year: Accounting Manager, Assistant City Attorney, Assistant Director of Recreation and Parks, Building Division Manager, Chief Deputy City Clerk, Community Programs Manager, Fire Marshal, Management Analyst - Principal, Business Program Leader Level III, Planning Division Manager, Principal Civil Engineer (attending Planning Commission), Recreation Services Manager, Risk Manager, Senior Systems Analyst, Solid Waste Manager, Transit Services Manager, and Water Resources Manager.

All remaining full-time exempt classifications within the City's management structure shall be placed in the third tier of the program and receive thirty-two (32) hours of management leave per calendar year. Part-time, exempt classifications within the City's management structure shall be placed in the fourth tier of the program and receive 26 hours of management leave per calendar year.

10. HOLIDAYS (See CAM 78-2)

For Full-time Employees: The City will recognize seven (eight hour) holidays as fixed holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas. Employees will be eligible to receive, on a pro-rated basis, five additional days [forty (40) hours] of floating holiday time on the first pay period in the payroll calendar year to be scheduled off by formal request of each individual employee with the approval of the department director and/or City Manager.

Prior to the second to last full pay period in the payroll calendar year, employees are eligible to use and/or cash-out up to forty (40) hours of floating holiday time on one occasion anytime during the (payroll) calendar year.

For Part-Time Employees: The City will recognize seven holidays as fixed holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas. Hours for the aforementioned holidays will be recognized by the City based upon the part-time employee regular schedule on the day the fixed holiday falls on, not to exceed eight (8) hours. Employees will be eligible to receive, on a pro-rated basis, four additional days [thirty-two (32) hours] of floating holiday time on the first pay period in the payroll calendar year to be scheduled off by formal request of each individual employee with the approval of the department director and/or City Manager.

Any floating holiday hours remaining on the books after the second to last full pay period in the payroll calendar year will automatically be cashed-out and included in the last payroll check of the calendar year.

All employees separating service or starting during the calendar year, floating holidays will be pro-rated (rounded to the nearest half-hour) based on the number of full pay periods elapsed or remaining during the payroll year. If an employee, prior to separating service, used more floating holiday time than the pro-rated amount for the payroll year, the excess used floating holiday time will be deducted from vacation leave hours, then if needed, from the employee's final paycheck without the necessity of the City securing a judgment.

11. MOVE-UP PAY (See CAM 77-3)

Up to a five percent (5%) differential in salary shall be allowed for those personnel who may be required to perform duties above their classification for five (5) consecutive working days. If an employee is functioning in an acting department director capacity for more than the above stated timeframe, the employee may be placed at the appropriate step in the department director range to compensate him/her for the lengthy assignment, commensurate with the assignment as determined by the City Manager or his/her designee. The employee working in a higher classification shall be compensated back to and including the first day that s/he works in the higher classification.

The City of Santa Maria strives to be a high performance organization, to recognize employees as our most important resource, and to value them for their adaptability,

dedication, initiative, and contributions to meaningful results. The Non-Represented Management and Confidential employees are expected to be among the top performing employees in the City. It is through their leadership and performance that the City can achieve its goal of being a high performance organization. Where employees, on a temporary basis, are assigned to perform a significant project outside the scope of their position, the City Manager may authorize payment not to exceed fifteen percent (15%) than the employee's current salary. This shall not be in addition to the standard (5%) move-up pay.

The program connects individual achievement to organizational goals and provides incentives for performance. The program shall not change in anyway an employee's ability to meet the core expectations of his or her job. Unlike standard move-up pay, granting this pay shall be at the sole discretion of the City Manager.

The City Manager shall consider the following traits when granting this additional pay:

- Highly innovative employees
- Entrepreneurial approach to management
- Integrated into the City of Santa Maria community
- Ability to work across City departments
- Demonstrates a collaborative model
- Strong interpersonal relationships with colleagues
- Highly motivated and strong leadership skills
- Demonstrates creativity in management of programs

Additionally, the following project considerations must be reviewed when granting this pay:

- Long term
- Large scope with organizational or Citywide impacts
- Lasting impact or effect

12. TUITION REIMBURSEMENT (See CAM 76-4)

The City will reimburse employees up to \$1,000 per calendar year for the cost of tuition and books if a grade of "C" or better is obtained for undergraduate, and "B" or better for post graduate work; or for (Department Director approved) job-related courses taken on the employee's own time, that result in a course completion certificate issued a recognized training organization.

Receipts must be received by the City for processing within 60 days of course completion.

For those in the position of Senior Systems Analyst (SSA) the City will reimburse employees the full cost of obtaining and maintaining the following certifications: Cisco (CCNA) network associate certificate, Microsoft Certified Systems Engineer (MCSE), and Certified Information Systems Security Professional (CISSP). The SSA may request any further certificates that are directly job-related, current, and necessary; those requests will be reviewed and approved by the Chief Information

Officer and the City Manager.

13. VACATIONS

With the exception of executive managers on at-will employment contracts, full-time and part-time management and/or confidential employees shall be entitled to take all vacation accrued to him/her after six months of employment.

Vacation accrual for full-time employees shall be as follows:

Years	0-5	6-9	10	11-19	20
Working Days/Year	10	15	16	20	21

Vacation accrual for part-time employees shall be as follows:

Years	0-5	6-9	10	11-19	20
Working Hours/Year	64	96	102	128	134

The maximum amount of vacation accumulation at any one time shall be 336 hours for full-time employees, 269 hours for part-time employees, and 416 hours of executive managers on at-will employment contracts. When an employee reaches the maximum allowable vacation credit, no additional vacation credit shall be accrued until the vacation balance is below the maximum.

During the calendar year, full-time employees performing at an acceptable or superior level are eligible to predesignate a cash-out or sell-back up to forty (40) hours of vacation time at straight time on two occasions anytime during the payroll calendar year, so long as they have (after said cash-out) a minimum vacation balance of at least forty (40) hours on the books. Part-time employees performing at an acceptable or superior level are eligible to cash-out or sell-back up to thirty-two (32) hours of vacation time, at straight time, on one occasion anytime during the payroll calendar year, so long as they have (after said cash-out) a minimum vacation balance of at least thirty-two (32) hours on the books. This cash-out benefit shall be made in accordance with Section 7, Constructive Receipt.

The City will reinstate vacation accrual rates for previous years of service for former City employees who have completed 26 pay periods and probationary period (if applicable) after returning to City employment.

14. SICK LEAVE

Sick leave will be granted to employees when they are incapacitated for the performance of duties by sickness, injury, or for medical, dental, or optical examination or treatment, and a new full-time employee shall be eligible to use sick leave for bona fide illness as it is accumulated.

Full-time management and confidential employees will accumulate 3.69 hours of sick leave per payroll period with no maximum accumulation. Part-time management and confidential employees will accumulate 2.95 hours of sick leave, per payroll period, with no maximum accumulation.

Up to five days (equating to: up to 40 hours for full-time employees; and up to 32 hours for part-time employees) per calendar year may be used for family bereavement leave charged to sick leave. The term "family" in this subsection shall be defined as anyone related to the employee by blood, marriage, or by law within the third degree of consanguinity (see CAM 1997-03).

An employee may use up to half of his/her annually accrued sick leave for family illness. The term "family" in this subsection shall be defined as anyone related to the employee by blood, marriage, or by law within the second degree of consanguinity (see CAM 1997-03). Family illness in this regard shall be defined as when a child, spouse, or parent of the employee is ill, and the nature of their condition requires that the employee provides care. Family Illness may also be used by an employee when s/he is responsible (primary care giver) for the care of said family member and said member is seeking medical, dental, or optical treatment. Additional sick leave may be used for family illness upon approval through Human Resources.

Unused sick leave at time of retirement, for which there is no compensation or remuneration at all to the employee, will be converted to additional service credit at the rate of 0.004 years of service credit for each full day, i.e., 250 days of sick leave for one additional year of service credit. Sick leave hours will be converted to days in the following manner: the unused hours of sick leave for which there is no compensation or remuneration will be divided by eight (8). Any fraction of a day will not be counted toward service credit. There is no limit on the amount of accumulated sick leave that can be converted to service credit. PERS rules mandate that this benefit shall apply to members whose effective date of retirement is within four months of separation from employment and who retire after the effective date of this benefit in the agency's contract. For purpose of reporting sick leave hours to PERS under the sick leave credit benefit option, sick leave hours shall be reduced only by the actual hours paid under the sick leave incentive program.

The City's sick leave incentive program shall compensate employees at the rate of 50 percent for all accrued sick leave beyond 480 hours to a maximum of 1,200 hours when the employee leaves City service upon regular retirement, disability retirement, or death.

The City shall retire an employee prior to the exhaustion of sick leave in conjunction with an industrial or non-industrial injury upon a determination that the employee's condition is permanent and stationary for disability retirement purposes. The employee's unused sick leave shall be compensated pursuant to the terms of the City's sick leave incentive program as described above. These provisions are intended to contravene Government Code Section 21025.2 insofar as it provides

that an employee's disability retirement will not commence until all sick leave benefits are exhausted.

The City will reinstate unused sick leave balances for former City employees upon receiving documented proof from the employee as to the amount of sick leave that was unused at the time of separation for said former City employee who has returned to City employment and has completed his/her probationary period.

15. RETIREMENT

Tier I employees:

The City will provide the CalPERS 2.7% @ 55 retirement benefit, based on the single highest year (one-year final compensation) retirement formula for employees hired before July 1, 2011 (Tier I employees), with the City's contribution to the employee's share of retirement being eight percent (8%), and the City reporting to CalPERS the employer paid members contribution (EPMC) benefit as special compensation for retirement purposes.

Tier I Unit Members shall contribute a total of eight percent (8%) towards member contribution cost-sharing of the employer's mandated CalPERS contribution, which shall be in accordance with Section 414(h)(2) of the Internal Revenue Code whereby the employee contributions shall be tax deferred.

Tier II employees:

For classic employees hired on or after July 1, 2011, (Tier II employees), the City will provide the 2% @ 55 CalPERS retirement benefit, based on the last 36 months of employment (three-year average highest compensation), and the employee shall be required to pay the entire members' contribution plus two percent (2%) of the employer contribution.

Tier III (PEPRA) employees:

As defined under the Public Employee Pension Reform Act (PEPRA), miscellaneous "non-classic" employees (aka new members, or Tier III) hired after January 1, 2013, shall be covered under the CalPERS 2% @ 62 retirement benefit, based on the last 36 months of employment (three-year average highest compensation), and the employees shall pay fifty percent (50%) of the total "normal" cost of the benefit (as determined by CalPERS annually), through a payroll deduction. Eligibility for other benefits provided to classic employees under this Resolution through CalPERS (as stated above) shall be determined by the provisions of PEPRA for "non-classic employees" aka new members. Tier III employees will also pay two percent (2%) of the employer contribution.

The City will provide employees with the CalPERS Section 21024 Military Service Credit as a public service benefit; the CalPERS credit for unused sick leave benefit (see Section 11); the 1959 CalPERS Survivor Benefit Level 4 benefit; the Pre-Retirement Option 2W Death Benefit, Section 21548; and the Post-Retirement Survivors Allowance benefit.

16. DEFERRED RETIREMENT

For Full-Time Employees: The City will contribute \$11.54 per pay period toward a 457 deferred compensation plan except the City Attorney and City Manager.

For Part-Time Employees: The City will contribute \$9.23 per pay period toward a 457 deferred compensation plan.

For the City Attorney and City Manager, the City agrees to provide an IRS approved 401(a) deferred compensation plan and will contribute two percent (2%) of salary per pay period toward the 401(a) plan for these two employees.

17. DISABILITY INSURANCE

Employees shall participate in the City's Short/Long-Term Disability (STD/LTD) Program and shall pay the entire premium themselves. STD/LTD benefits are equal to 66 2/3's percent of the first \$8,000 of monthly earnings, minus the offset amounts from other benefits and other sources of income as described in the group policy schedule. The maximum monthly benefit will be \$6,000 after a 30-day qualifying period.

18. MEDICAL INSURANCE

An employee shall be eligible for medical insurance upon his/her first day of employment. The effective date of coverage may vary for new employees based upon whether or not the required premium (necessary to pay for the medical insurance) was deducted in the month prior to the benefit commencing.

The City currently provides employee medical insurance through the CalPERS Public Employees' Medical and Hospital Care Act (PEMHCA). As a condition of participation in the PEMHCA plan, the CalPERS Board determines an annual Minimum Employer Contribution (MEC). The City will contribute the MEC as required by the PEMHCA per month per employee to be used solely toward City-sponsored employee medical benefits. For 2022, the MEC is \$149 per month.

In addition to the above stated contribution, effective the first full payroll period after ratification by the City Council, the City shall provide a pro-rated monthly optional medical insurance contribution regardless of the medical plan chosen, up to the amounts listed below at the times stated:

For Full-Time Employees:

Employee Only	\$493.98
Employee + one	\$801.65
Family	\$987.95

For Part-Time Employees:

Employee Only	\$493.98
Employee + one	\$640.89
Family	\$790.36

Effective the payroll period containing January 1, 2023:

For Full-Time Employees:

Employee Only	\$ 506.33
Employee + one	\$ 821.70
Family	\$1,012.66

For Part-Time Employees:

Employee Only	\$506.33
Employee + one	\$656.92
Family	\$810.13

The City shall provide a pro-rated cash-in-lieu option to those employees hired before February 4, 2017, who do not elect to participate in the PEMHCA medical insurance plan provided they are in compliance with the below evidence of coverage provision. If an employee is in a paid status, is eligible to not participate in the PEMHCA medical insurance plan and elects the pro-rated cash-in-lieu option, full-time employees will receive \$518 and part-time employees will receive \$414, on a monthly basis while on the City payroll. Employees hired on or after February 4, 2017, will not be eligible for the cash-in-lieu option. Employees hired into a full-time position directly from a part-time capacity (in the employ of the City) and receive cash-in-lieu as a part-time employee will be eligible to receive the aforementioned cash-in-lieu as a full-time employee and vice versa.

To establish eligibility for the cash-in-lieu option, employees who do not elect to use the City-sponsored medical benefits shall provide evidence of major medical insurance coverage and sign a City provided form certifying that they have other continuing major medical insurance coverage in compliance with Federal and State law and regulations. Once eligibility has been established, to maintain continued eligibility to receive the cash-in-lieu option employees shall provide said documents prior to January 31st on an annual basis, or as requested by the City. The employee must notify the City within 30 days of the loss of other minimum essential coverage. The cash-in-lieu option shall no longer be payable if the employee and family members cease to be enrolled in other minimum essential coverage.

19. LIFE INSURANCE

The City will provide employees with life and accidental death and dismemberment insurance in the amount equal to one time their annual salary, up to a maximum of \$150,000, upon his/her first day of employment. The employee will pay \$0.53 bi-weekly for the above stated employee-only insurance benefit with the City paying the remainder of the premium.

20. DENTAL AND OPTICAL INSURANCE

Employees shall be eligible for dental and optical insurance upon his/her first day of employment, and the City shall pay the full cost of the monthly premiums for employee and family coverage. The dental benefit amount is \$2,000 annually, and the City agrees to add posterior composite restoration to the current plan design.

21. POST EMPLOYMENT HEALTH PLAN

For Full-Time Employees: The City will contribute \$100 per pay period per full-time employee toward a post-employment health plan.

For Part-Time Employees: The City will contribute \$80 per pay period per part-time employee toward a post-employment health plan.

In January 2022, an election was conducted, and it was concluded that for the 2022 and 2023 calendar years, upon (any type of) separation, applicable accruals will be placed in the employees Post Employment Health Plan bank.

22. PERFORMANCE BASED PAY (PBP) PROGRAM (See PBP Guidelines)

Executive managers (Department Directors) and Council-appointed managers (City Manager and City Attorney) are eligible to participate in the City's Performance Based Pay Program. Employees in the Council-appointed group may receive a PBP incentive of up to ten percent (10%) of the employees' annual salary. Employees in the executive group may receive a PBP incentive of up to three percent (3%) of the employees' annual salary. All PBP incentives will be tied directly to job performance.

23. PROBATIONARY PERIOD (See CAM 76-5)

With the exception of employees on an at-will employment contract, all original and promotional appointments shall be tentative and subject to a probationary period of twenty-six (26) pay periods of actual and continuous service.

24. LAYOFF (See CAM 79-2)

The Layoff Procedures for non-represented management and confidential employees shall be consistent with those of SEIU, Local 620.

25. DISASTER PREPAREDNESS TRAINING

When approved by the City Manager, management employees who are part of an established Red Cross Disaster Services Human Resources System will be eligible to receive a City match of paid leave time, up to a maximum of forty (40) working hours, when they use their own paid leave accruals when responding to a disaster outside the tri-county area.

26. SERVICE CLUB PARTICIPATION

City recognizes the desirability of representation in and before local civic organizations that meet in the City of Santa Maria and are a benefit to the community. The City also encourages participation of its executive managers and some designated division managers in said clubs (i.e., Rotary, Kiwanis, Lions, etc.). In that regard, the City shall pay necessary expenses for dues and meals for said participation. The City will not reimburse employees for any service club-related fines or event costs (i.e., ticket purchases, auction items, etc.).

27. ALTERNATIVE WORK SCHEDULE

Effective June 23, 2018, the City agreed to extend the 9/80 alternative workweek to full-time City personnel at the discretion of the Department Director. However, should adequate coverage or staffing become an issue in these above areas, the City retains the right to discontinue the alternative work schedule upon notice to the employees.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Santa Maria held on this 18th day of January 2022.



Mayor

ATTEST:



Chief Deputy City Clerk



APPROVED AS TO FORM:


City Attorney

APPROVED AS TO CONTENT:


Department Director



City Manager

STATE OF CALIFORNIA)
COUNTY OF SANTA BARBARA) ss.
CITY OF SANTA MARIA)

I, **M. Beth Cleary**, Deputy City Clerk of the City of Santa Maria and ex officio Clerk of the City Council **DO HEREBY CERTIFY** that the foregoing is a full, true and correct copy of **Resolution No. 2022-04** which was duly and regularly introduced and adopted by said City Council at a regular meeting held **January 18, 2022**, and carried on the following vote:

AYES: Councilmembers Cordero, Escobedo, Soto,
 Waterfield, and Mayor Patino.

NOES: None.

ABSENT: None.

ABSTAIN: None.



M. Beth Cleary

Deputy City Clerk
City of Santa Maria