

RESOLUTION NO. 24-___

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERCULES APPROVING PAY AND BENEFIT PLANS FOR EXECUTIVE, MID-MANAGEMENT, AND NON-REPRESENTED EMPLOYEE GROUPS AND APPROVING UPDATED FY 2024-25 SALARY SCHEDULES FOR EXECUTIVE, MID-MANAGEMENT, AND NON-REPRESENTED EMPLOYEE GROUPS.

WHEREAS, the City has consulted with the executive, mid-management and unrepresented employee groups;

WHEREAS, the City desires to modify the Pay and Benefit Plans of the Executive, Mid-Management and Non-Represented Employee Groups;

WHEREAS, the effective date of the Pay and Benefit Plans and Salary Schedules for all full-time employees is July 1, 2024;

WHEREAS, approval of these new labor related items will result in both on-going and one-time costs;

WHEREAS, the on-going costs will be \$90,000 and one-time costs will be \$48,000;

WHEREAS, the on-going costs and the one-time costs are available in the FY 2024-25 budget;

WHEREAS, FY 2024-25 salary schedules for executive, mid-management and non-represented employee groups are attached hereto as "Exhibit A";

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hercules as follows:

Section 1. The City Council hereby approves and authorizes the City Manager to sign and implement the Pay and Benefit Plan with the Executive, Mid-Management and Non-Represented employee groups, covering the period of July 1, 2024, to June 30, 2025, attached hereto as Exhibit "A".

Section 2. The City Council hereby adopts the salary schedules for Executive, Mid-Management and Non-Represented employee groups, attached hereto as Exhibit "A".

The foregoing Resolution was duly and regularly adopted at a special meeting of the City Council of the City of Hercules held on the 23rd of July 2024, by the following vote of the Council:

AYES:

NOES:

ABSTAIN:

ABSENT:

Dan Romero, Mayor

ATTEST:

Eibleis Melendez, City Clerk