

**Mayor**  
Lois Wynne  
**Mayor Pro Tem**  
Jeff Chedester  
**Council Members**  
Ray Madrigal  
Eddie Neal  
William Siegel



**Police  
Department**

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## Staff Report

ITEM NO. 2-4

**To:** Lemoore City Council  
**From:** Darrell Smith, Chief of Police  
**Date:** August 21, 2015 **Meeting Date:** September 1, 2015  
**Subject:** Adoption of Resolution 2015-22 – Approving the Benefits for the Non-Represented Safety Employees of the City

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**Proposed Motion:**

That the City Council, by motion adopt Resolution 2015-22 approving the benefits for the Non-Represented Safety Employees of the City in accordance with the previously adopted budget.

**Subject/Discussion:**

The Police Department requested an additional Commander position in the 2015-2016 fiscal year budget. The budget also included changes to salary and benefits for the two Commander positions to reflect the same benefits received by Sergeants. These benefits include deferred compensation and health care contributions to be equal to contributions by the City.

A resolution is required as it pertains to changes to salary and benefits for the two Commander positions.

**Financial Consideration(s):**

The recommended benefits were included in the 2015-2016 approved budget, so there is no additional impact to the General Fund.

**Alternatives or Pros/Cons:**

**Pros:**

- Ensures commanders are not subject to benefit compression.

**Cons:**

- None noted.

**Commission/Board Recommendation:**

Not Applicable.

**Staff Recommendation:**

Staff recommends adoption of Resolution 2015-22.

**Attachments:**

- Resolution
- Ordinance
- Map
- Other \_\_\_\_\_

**Review:**

- |   |         |
|---|---------|
| <input checked="" type="checkbox"/> Finance       | 8-25-15 |
| <input checked="" type="checkbox"/> City Attorney | 8/27/15 |
| <input checked="" type="checkbox"/> City Manager  |         |
| <input checked="" type="checkbox"/> City Clerk    | 8/28/15 |

**RESOLUTION NO. 2015-22**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LEMOORE  
APPROVING MODIFICATIONS TO BENEFITS FOR THE NON-  
REPRESENTED SAFETY EMPLOYEES OF THE CITY**

**WHEREAS**, the Non-Represented Safety Employees of the City receive deferred compensation and health care contributions.

**WHEREAS**, The Police Department requested an additional Commander position in the 2015-2016 fiscal year budget. The budget also included changes to salary and benefits for the two Commander positions to reflect the same benefits received by Sergeants. These benefits include deferred compensation and health care contributions to be equal to contributions by the City;

**WHEREAS**, the non-represented safety employees currently receive a dollar-for-dollar match, up to 2% of the employee's base wage, for voluntary contributions into the deferred compensation program, that are above and beyond the initial 2% contribution by the City and employer health care contributions of 70%.

**WHEREAS**, the City of Lemoore, through its City Manager, proposes that non-represented safety positions receive:

- In accordance with the budget, City will provide a dollar-for-dollar match, up to 4% of the employee's base wage, for voluntary contributions into the deferred compensation program, that are above and beyond the initial 2% contribution by the City.
- In accordance with the budget, the City will provide health care contributions of 80%.

**WHEREAS**, the City Council now desires to formally approve this proposal for those non-represented positions in "Exhibit A" attached to the resolution; and

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Lemoore that non-represented safety positions identified in "Exhibit A" receive a:

- In accordance with the budget, the City will provide a dollar-for-dollar match, up to 4% of the employee's base wage, for voluntary contributions into the deferred compensation program, that are above and beyond the initial 2% contribution by the City.
- In accordance with the budget, the City will provide health care contributions of 80%.

Passed and adopted at a Regular Meeting of the City Council of the City of Lemoore held on September 1, 2015 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

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Mary J. Venegas, City Clerk

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Lois Wynne, Mayor

EXHIBIT A

SAFETY

Police Commander