

CONSENT AGENDA

**CITY COUNCIL
June 25, 2002**

To: Mayor and City Council

From: George J. Rodericks, City Manager

SUBJECT: RESOLUTION NO. 2002-2609 REGARDING EMPLOYMENT AND SALARY RATES FOR ALL CLASSES OF EMPLOYMENT, SUPERSEDING RESOLUTION NOS. 2001-2551 AND 2001-2559

BACKGROUND

Each year, management meets and confers with City employees to review salary, benefits, work environment, and safety issues.

FINDINGS

After meeting with employees and the City Council, the following changes are presented:

- Addition of a Medical Rebate of \$150 per month for a family and \$75 per month for single participation
- Addition of a Superior Performance Award Program
- Change the City's Life Insurance Provider and minimum level of coverage
- Change the City's Dental Insurance Provider and minimum level of coverage
- Add a Sick Leave Buyout Program
- Cost of Living Adjustment of 3.5%
- Enhancement of the City's retirement plan to 2% at 55
- Change of Worker's Compensation Benefit Provider to CJPIA
- Maintenance of Existing Benefits

The attached 2002/2003 Salary Resolution reflects all proposed changes effective July 1, 2002, including but not limited to maintenance of existing benefits, salary adjustments, cost of living adjustments, and other designated benefits.

FISCAL IMPACT

The above benefit changes represent a cost of \$8,760.

RECOMMENDATION

It is recommended that the City Council adopt Resolution No. 2002-2609, a Resolution of the City Council of the City of Villa Park regarding employment and salary rates for all classes of employment, superseding Resolution Nos. 2001-2551 and 2001-2559.