

RESOLUTION NO. 11-68

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TUSTIN RELATING TO COMPENSATION FOR UNREPRESENTED PART-TIME NON-BENEFITTED EMPLOYEES AND SUPERSEDING RESOLUTION 10-53

WHEREAS, the employees covered by this Resolution constitute part-time non-benefitted personnel; and

WHEREAS, the City Council has consulted with the City Manager and Director of Human Resources concerning the proposed employment terms contained herein;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Tustin (the "City") authorizes staff to implement the provisions of this Resolution and modify the City's Classification and Compensation Plans to reflect the changes approved in this Resolution, and that the wages, hours and conditions of employment be adopted and set forth as follows:

Section 1: Classifications

A "part-time" position is a position that 1) has a work week of fewer hours than the full work week established for a full-time position and 2) is compensated on an hourly basis. Part-Time Non-Benefitted employees are not represented by an employee association and are not entitled to benefits, unless otherwise mandated by law. Classifications in the Part-Time Non-Benefitted unit are listed in Appendix A.

Section 2: Effective Dates

The effective date of each section is September 6, 2011, unless otherwise stated herein.

Section 3: Salary

The hourly salaries for employees covered by this Resolution are hereby incorporated and listed in Appendix A.

Section 4: Retirement

In accordance with federal law, all part-time employees must be enrolled in Social Security or another "qualified" retirement plan. Since the City does not participate in Social Security, part-time employees will be enrolled in the City's IRS Section 457 deferred compensation plan. Employees are required to contribute 5.5% of salary to the deferred compensation plan every pay period. The City will contribute an additional 2% of salary, for a total contribution of 7.5%.

The City's contract with the California Public Employees' Retirement System (CalPERS) states that persons compensated on an hourly basis may be excluded from the retirement system. Nevertheless, in rare circumstances a part-time employee may be enrolled in the CalPERS retirement plan.

Any part-time employee enrolled in the CalPERS Miscellaneous plan by December 31, 2011 shall be enrolled in CalPERS 2% @ 55 plan in accordance with Government Code Section 21354 for Local Miscellaneous members. The plan includes both an employer and employee contribution. The employee is responsible for paying the employee contribution of the employee's wages through a payroll deduction as follows:

July 1, 2011	5.5%
July 1, 2012	5.5%
July 1, 2013	7%

The City will pay the remainder of the employee contribution as Employer Paid Member Contributions. The plan has been amended to include Section 21573 (Third Level of 1959 Survivor Benefits), Section 20042 (One-Year Final Compensation), and Section 21024 (Military Service Credit as Public Service). The employee is responsible for paying the employee portion of the 1959 Survivor benefit premium.

Any part-time employee enrolled in the CalPERS Miscellaneous plan on or after January 1, 2012 shall be enrolled in CalPERS 2% @ 60 plan for Local Miscellaneous members. The plan includes both an employer and employee contribution. The employee is responsible for paying the employee contribution of 7% of the employee's wages through a payroll deduction. This plan provides retirement benefits based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code section 20037. The plan provides for 3rd level of 1959 Survivor benefits with the employee paying the employee portion of the premium.

APPENDIX A – PART-TIME NON-BENEFITTED HOURLY SALARY RANGES

Effective September 6, 2011

Classification	A	B	C	D	E	F	G
Accounting Supervisor - PT	40.73	42.82	45.01	47.31	49.74	n/a	n/a
Administrative Intern - PT	12.01	n/a	n/a	n/a	n/a	n/a	n/a
Information Technology Intern - PT	12.63	n/a	n/a	n/a	n/a	n/a	n/a
Maintenance Aide PT	10.24	10.76	11.31	11.89	12.50	n/a	n/a
Master Reserve Officer - PT	30.04	n/a	n/a	n/a	n/a	n/a	n/a
Office Assistant - PT	16.09	16.91	17.78	18.69	19.65	n/a	n/a
Police Cadet - PT	10.01	10.52	11.06	11.63	12.23	n/a	n/a
Police Communications Officer II - PT	26.51	27.87	29.30	30.80	32.37	n/a	n/a
Police Reserve Officer L1 - PT	22.71	n/a	n/a	n/a	n/a	n/a	n/a
Police Reserve Officer L2 - PT	17.00	n/a	n/a	n/a	n/a	n/a	n/a
Police Reserve Officer L3 - PT	14.74	n/a	n/a	n/a	n/a	n/a	n/a
Receptionist - PT	10.14	10.66	11.20	11.78	12.38	n/a	n/a
Recreation Facilities Assistant - PT	15.12	15.89	16.70	17.56	18.46	n/a	n/a
Recreation Leader - PT	9.41	9.89	10.39	10.93	11.49	12.07	12.69
Recreation Leader B - PT	11.12	11.69	12.29	12.92	13.58	14.31	15.04
Recreation Program Assistant - PT	13.21	13.89	14.60	15.34	16.13	n/a	n/a