

**RESOLUTION NO. 2661 (2018)**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKEPORT  
RESCINDING RESOLUTION 2657 (2018) AND APPROVING THE COMPENSATION  
AND BENEFITS PROGRAM FOR THE  
CITY OF LAKEPORT CONFIDENTIAL EMPLOYEES  
FOR THE PERIOD MARCH 1, 2018 THROUGH DECEMBER 31, 2020**

**WHEREAS**, the City of Lakeport has conferred with the City of Lakeport Confidential Employees on matters of employment including wages, hours and working conditions for those employees; and

**WHEREAS**, the Confidential Employees' group consists of one Deputy City Clerk and one Administrative Specialist, and;

**WHEREAS**, Confidential Employees are defined as those who are involved in employer-employee relations including negotiations or investigating and responding to grievances. This can include having access to files or information that could undermine or create a conflict of interest within the employer-labor relationship; and

**WHEREAS**, due to the nature of their responsibilities, Confidential Employees are routinely and consistently assigned to sensitive positions requiring trust and discretion; and

**WHEREAS**, it is agreed that the Confidential Employees positions are similar to those in the Lakeport Employees Association (LEA) in all regards except confidentiality. As a result, it is agreed that the Confidential Employees should receive similar terms and conditions negotiated by the LEA; and

**WHEREAS**, the Confidential Employees were prepared to accept these terms and conditions in 2017, but were forced to wait until the LEA concluded its last round of negotiations; and

**WHEREAS**, by being a Confidential Employee, these employees lose their ability to bargain within a larger group and/or have representation; and

**WHEREAS**, this Compensation and Benefits Program includes all terms and conditions of employment with respect to wages, hours, and working conditions applicable to the City of Lakeport Confidential Employees for March 1, 2018 through December 31, 2020.

**THEREFORE, BE IT RESOLVED** that the City Council of the City of Lakeport hereby adopts the wages, hours and working conditions provisions of the LEA's Memorandum of

Understanding for the Confidential Employees for the period March 1, 2018 through June 30, 2020, with the following amendments:

1. The Confidential unit will receive the 5% COLA retroactive to September 1, 2017.
2. The Confidential unit will receive 2.5% Confidential Premium pay.
3. The Confidential Unit is not part of the LEA unit and shall not have any association rights as articulated in the LEA's Memorandum of Understanding.

The foregoing Resolution was passed and adopted at a regular meeting of the City Council on the 3rd day of April, 2018 by the following vote:

AYES: Mayor Turner, Council Members Barnes, Mattina, Parlet and Spurr

NOES: None

ABSTAINING: None

ABSENT: None



**MIREYA G. TURNER**, Mayor

ATTEST:



**KELLY BUENDIA**, City Clerk