

Resolution No. 2008-169

**RESOLUTION OF THE CITY OF SAN BERNARDINO AMENDING
RESOLUTION NO. 2007-345, SECTION 2, B(2), COMPENSATION, BETWEEN THE
CITY AND MANAGEMENT/CONFIDENTIAL EMPLOYEES AND REPEALING
RESOLUTION NO. 2007-481.**

**BE IT RESOLVED BY THE MAYOR AND COMMON COUNCIL OF THE CITY
OF SAN BERNARDINO AS FOLLOWS:**

SECTION 1: Resolution 2007-345, Section 2, B(2) is amended as follows:

SECTION 2, B(2) COMPENSATION

a. Salary adjustments recommended by the classification and compensation study shall be effective 9/16/07. Implementation will adjust the employees' current salary range and step to the new ranges set forth in the classification and compensation study reports. The employees' step placement in the proposed salary ranges will be to the lowest step that provides at least a 5% salary increase using a one-percent (1%) per step salary scale. The only exception will be an employee whose new range will not allow a five percent (5%) increase, in which case the employee will be placed at the top step of the new range. All employees will retain their normal annual step increase dates.

b. Reconsideration Procedure

1. The City of San Bernardino and the San Bernardino

Confidential/Management Association (SBCMA) agree that employees of the

SBCMA reserve the right to file a request for a salary reconsideration and

resolution on issues brought forth as a result of the classification and

compensation study. All reconsiderations must be submitted to the employees'

Department Head on or before January 31, 2008. No new reconsideration

requests will be accepted or reviewed if received after January 31, 2008.

2. All classification reconsiderations submitted to Civil Service Board, on or

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5 before January 31, 2008, will be forwarded to the City Manager upon approval of
6 the revised side-letter agreement by the Mayor and Common Council. The City
7 Manager will have up to 45 working days to provide a written notification of his
8 decision regarding the reconsideration.

9 If the employee(s) is not satisfied with the City Manager's decision, the employee
10 may appeal to the Mayor and Common Council by following the procedures
11 outlined in the City of San Bernardino Municipal Code, Chapter 2.64.

12 3. Any member of the SBCMA Group requesting reconsideration to the new
13 ranges set forth in the Classification and Compensation study shall utilize the
14 process set forth below to resolve disputes:

15 Step 1:

16 The affected employee (s) should present their request for reconsideration in
17 writing to the Department Head. The Department Head shall respond to the
18 employee with his/her recommendation and forward such recommendation to the
19 Human Resources Department within ten (10) working days.

20 Step 2:

21 The Human Resources Department shall review all reconsiderations received
22 from the Department Head, and respond with a recommendation to each affected
23 employee within fifteen (15) working days.

24 Final Step:

25 If the request for reconsideration is not resolved at Step 2 of the process, the

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4 RESOLUTION NO. 2007-481.

5 I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the Mayor and
6 the Common Council of the City of San Bernardino at a joint regular meeting thereof, held
7 on 2nd day of June, 2008, by the following vote, to wit:

8 COUNCILMEMBERS:	AYES	NAYES	ABSTAIN	ABSENT
9 ESTRADA	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
10 BAXTER	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
11 BRINKER	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
12 DERRY	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
13 KELLEY	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
14 JOHNSON	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
MCCAMMACK	<u>X</u>	<u> </u>	<u> </u>	<u> </u>

15 Rachel G. Clark
16 Rachel G. Clark, City Clerk

17 The foregoing resolution is hereby approved this 6th day of
18 June, 2008.

19 Patrick J. Morris
20 Patrick J. Morris, Mayor
City of San Bernardino

21 Approved as to form:

22 JAMES F. PENMAN,
23 City Attorney

24 By: James F. Penman
25