

RESOLUTION NO. 6488

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, ADDENDUM TO
RESOLUTION NO. 6332, AND REPEALING RESOLUTION NO. 6466, IMPLEMENTING PAY CUTS,
FURLOUGHS, AND FREEZES FOR UNREPRESENTED/CONFIDENTIAL POSITIONS.**

WHEREAS, the COVID-19 pandemic has created an unforeseen and severe economic impact on the City;

WHEREAS, the City has explored various options to save costs for the City's personnel costs;

WHEREAS, the City has decided to implement furloughs, freezes in step increases and deferring any cash outs of accrued leave for its employees subject to Resolution No. 6322.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1.

The terms below are applicable to following employees:

Contractual Employees:

- City Manager
- Chief of Police

Unrepresented Employees:

- Community Development Director
- Deputy City Clerk
- Deputy City Treasurer
- Director of Recreation
- Director of Transportation
- All Confidential Employees
- All Transitional Employees

SECTION 2. FURLOUGHS

Effective November 16, 2020, furloughs will be lifted for all employees covered under Resolution No. 6332. All other terms and conditions of this addendum will remain in full force and effect.

SECTION 3. REDUCTIONS IN PAY

Effective November 16, 2020, reductions in pay will be lifted for all employees covered under Resolution No. 6332. All other terms and conditions of this addendum will remain in full force and effect.

SECTION 4. STEP INCREASES

Effective July 12, 2020, step increases, if applicable, will be suspended.

SECTION 5. EMPLOYEE SICK LEAVE

Effective July 12, 2020, conversion of unused sick leave to cash or time off will be suspended.

The employee shall still have the right to convert sick leave upon separation, but only if they would have had this right prior to this Resolution.

The employee shall still have the option of applying unused sick leave to his/her CalPERS account up to the limits set by CalPERS.

SECTION 6. VACATION

Effective July 12, 2020, vacation buy-backs, if applicable, will be suspended.

SECTION 7.

All other terms and conditions of Resolution No. 6332 remain in effect.

SECTION 8.

That this resolution shall be effective July 12, 2020.

BE IT FURTHER RESOLVED that the City Clerk shall certify to the passage and adoption of this Resolution; shall cause the same to be entered among the original Resolutions of said City; and shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which the same is passed and adopted.

Passed, approved, and adopted this 15th day of December, 2020.


TASHA CERDA, Mayor

ATTEST:


MINA SEMENZA, City Clerk

APPROVED AS TO FORM:


CARMEN VASQUEZ, City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF GARDENA)

I, **MINA SEMENZA**, City Clerk of the City of Gardena, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution, being **Resolution No. 6488** duly passed and adopted by the City Council of said City of Gardena, approved and signed by the Mayor of said City, and attested by the City Clerk, all at a regular meeting of said City Council held on the **15th** day of **December, 2020**, and that the same was so passed and adopted by the following roll call vote:

AYES: COUNCIL MEMBERS TANAKA, FRANCIS, MAYOR PRO TEM HENDERSON
 AND COUNCIL MEMBER KASKANIAN, AND MAYOR CERDA

NOES: NONE

ABSENT: NONE

for Becky Romero
City Clerk of the City of Gardena, California

(SEAL)