

RESOLUTION R2023 __

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, AMENDING THE CITY CLASSIFICATION PLAN BY APPROVING THE CLASSIFICATION SPECIFICATION, COMPENSATION, AND BENEFITS FOR THE MANAGEMENT FELLOW POSITION (LIMITED TERM),

WHEREAS, on February 21, 2023, as a part of the Mid-Year Adjustments to the City of Napa Budget for Fiscal Year 2022-2023, the City Council is considering an adjustment to staffing levels in the City Manager's Office, to add two Limited Term Management Fellows; and

WHEREAS, on November 16, 1999, City Council adopted Resolution R1999-247 establishing a limited-term employee administrative policy for the salary and benefits of limited term employees; and

WHEREAS, the City plans to design a Management Fellow program ("Program") that will provide comprehensive work experience for graduate students interested in a career in local government on a limited term basis; and

WHEREAS, upon completion of the Program, a Management Fellow will be prepared to function at a mid-management level within a municipality; and

WHEREAS, the goal of the Program is to provide a better understanding of local government at the management level that encourages and promotes professionals to consider public service as a profession; provides development of skills and knowledge needed by local government managers, through hands-on experience, observation and active involvement in various areas of public administration and experience working on management level projects from a diverse selection of departments; and

WHEREAS, the Management Fellow positions will provide critical staff support to advancing the City Manager's strategic initiatives and City Council goals on a limited term basis; and

WHEREAS, the Program is intended to last one year, but may be extended by the City Manager to a total of two years, utilizing a Limited-Term, "At-Will" status (per R1999-247). The program may be extended by the City Council for an additional year but in no event may a limited term appointment exceed three years (per R1999-247); and

WHEREAS, the proposed salary is based on a recommendation by the International City/County Management Association (ICMA) for Management Fellows in Napa's geographic region.

WHEREAS, the City Council has considered all information related to this matter, as presented at the public meetings of the City Council identified herein, including any supporting reports by City Staff, and any information provided during public meetings.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Napa, as follows:

1. The City Council hereby finds that the facts set forth in the recitals to this Resolution are true and correct, and establish the factual basis for the City Council's adoption of this Resolution.

2. The City Council hereby approves the Class Specification for the Management Fellow, Limited Term, as set forth on Exhibit "A," attached hereto and incorporated herein by reference. The salary for the Management Fellow is hereby established at \$62,000 annually.

3. The City Council hereby establishes the Management Fellow position as a member of the "Unrepresented Management Staff", (which may also be referred to as "AMPX"). Limited Term Management Fellows shall receive compensation and benefits pursuant to the terms of R2022-109 approving the Compensation and Benefits for Unrepresented Management Staff (except as limited under R1999-247).

4. This Resolution shall take effect immediately upon its adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the City Council of the City of Napa at a public meeting of said City Council held on the ____ day of _____, 2023 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: _____
Tiffany Carranza
City Clerk

Approved as to form:

Michael W. Barrett
City Attorney