

**Carnahan, David**

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**From:** Ng, Judy  
**Sent:** Friday, December 7, 2018 5:01 PM  
**To:** Council Members; ORG - Clerk's Office; Council Agenda Email  
**Cc:** Keene, James; Shikada, Ed; De Geus, Robert; Flaherty, Michelle; Gaines, Chantal; Tanner, Rachael; Stump, Molly; Portillo, Rumi  
**Subject:** 12/10 Council Agenda Questions for Item 7



### Council Question Response

Dear Mayor and Council Members:

On behalf of City Manager Jim Keene, please find below in **bold** staff responses to inquiries made by Council Member Tanaka in regard to the December 10, 2018 council meeting agenda.

Item 7: Adoption of MOA for UMPAPA – CM Tanaka

#### **Item 7: Adoption of MOA for UMPAPA**

Q. 1. 12% is a very large amount for a salary increase for 48 employees. How was this amount decided on? Is this really the best the city could negotiate?

**A. 1. As described in the staff report, this is the first general wage increase for these employees since 2013. This compensation adjustment reflects a negotiated agreement, balancing workforce attraction and retention issues as developed in consultation with the City Council.**

Thank you,  
Judy Ng



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