

RESOLUTION NO. 2015-040

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, REPEALING RESOLUTION NO. 96-65 AND ADOPTING REVISIONS TO THE "PERSONNEL RULES & REGULATIONS MANUAL" FOR GENERAL EMPLOYEES OF THE CITY OF CALISTOGA

WHEREAS, on February 16, 1993 the City Council of the City of Calistoga adopted a City of Calistoga Personnel Rules & Regulations Manual (Personnel Manual) by Resolution No. 93-14 to apply to employees other than the Police Department; and

WHEREAS, on October 15, 1996 the City Council adopted resolution No. 96-65 adding a section 6.09 which addresses "At Will" employees; and

WHEREAS, the City of Calistoga has completed negotiations with the employees in the labor bargaining units as well as unrepresented employees which calls for an update to the meal allowances provided for in Section 9.05 A of the Personal Manual; and

WHEREAS, it is in the best interest of the City of Calistoga and its employees to revise the meal allowance provisions of the Personnel Manual as well as Section 6.09 which addresses "At-Will" Employees; and

WHEREAS, on April 7, 2015 the City Council reviewed the recommendation of staff on this matter at public meeting and considered public testimony on this matter.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Calistoga hereby rescinds Resolution No. 96-65 in its entirety; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the City Council of the City of Calistoga hereby approves the following revisions to the Calistoga Personnel Rules & Regulations Manual:

A. Section 6.09 (At-Will Employees) is added to read: "At-Will Employees. The provision of this article shall not apply to Department Heads. Persons serving in a Department Head position shall be at will and serve at the pleasure of the City Manager."

B. Section 9.05 (Meal Allowance) is amended to read: "If an employee is unexpectedly officially ordered to work at least two (2) hours immediately following his/her normal workday, under conditions that do not allow the employee to go home for a meal, the City shall either provide a meal, or the

Employee may claim reimbursement for a meal allowance in accordance with the United States Government Administration (GSA) rates for reimbursement for meal within Napa County. Current GSA Rates: Breakfast \$11.00; Lunch \$16.00; Dinner \$34.00. Should the Employee travel outside of Napa County the meal reimbursement shall be paid at the Per Diem rate according to the GSA for the location”.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Calistoga at a regular meeting held this **21st day of April, 2015**, by the following vote:

AYES: Vice Mayor Dunsford, Councilmembers Kraus, Barnes and Lopez-Ortega and Mayor Canning
NOES: None
ABSTAIN: None
ABSENT: None



CHRIS CANNING, Mayor

ATTEST:



KATHY FLANSON, City Clerk