

RESOLUTION NO. 5801

RESOLUTION OF THE CITY OF SEBASTOPOL
APPROVING COMPREHENSIVE MEMORANDUM OF UNDERSTANDING
WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION
FOR JULY 1, 2010 THROUGH JUNE 30, 2011

WHEREAS, the Service Employees International Union and representatives of the Sebastopol City Council have met and conferred in good faith regarding updates to the Comprehensive Memorandum of Understanding; and

WHEREAS, this Comprehensive Memorandum of Understanding incorporates the terms of successor memoranda and other actions agreed between the parties pursuant to meet and confer, since the first Comprehensive MOU was approved in February, 2007;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Sebastopol hereby approves the 2010-2011 Comprehensive Memorandum of Understanding with the Service Employees' International Union and authorizes the City Manager to sign said MOU on the Council's behalf.

IN COUNCIL DULY PASSED THIS 1^{5th} day of June, 2010.

AYES: Councilmembers Robinson, Shaffer, Kelley, Vice Mayor Wilson and Mayor Gurney

NOES: None

ABSENT: None

ABSTAIN: None

APPROVED: *Sarah Glade Gurney*
MAYOR

ATTEST: *Mary Gurney*
CITY CLERK

Memorandum of Understanding
 Successor Agreement Between
 THE CITY OF SEBASTOPOL
 And
 SERVICE EMPLOYEES' INTERNATIONAL UNION
 June 15, 2010

The Service Employees' International Union Local 1021, hereinafter referred to as SEIU, and representatives of the Sebastopol City Council, hereinafter referred to as CITY, have met and conferred in good faith regarding terms and conditions of employment for the employees in the Union. Throughout the Meet and Confer process, both parties have exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

SEIU and CITY agree to the following amendments to the current comprehensive Memorandum of Understanding as follows:

1. Term of Agreement

One year agreement beginning July 1, 2010.

2. Health Insurance

Effective with the first pay period following City Council ratification of this agreement, City will pay a portion of the cost of employee health insurance premiums according to the following schedule:

| Health Plan | Persons Covered | 2010-2011 Premium | City Share | Employee Share |
|-------------------|-----------------|-------------------|------------|----------------|
| Blue Cross | | | | |
| | EE | \$483.94 | \$429.70 | \$54.24 |
| | E+1 | \$1,016.30 | \$871.72 | \$144.58 |
| | FF | \$1,451.90 | \$1,201.56 | \$250.34 |
| Kaiser | | | | |
| | EE | \$534.17 | \$422.47 | \$111.70 |
| | E+1 | \$1,068.32 | \$853.88 | \$214.44 |
| | FF | \$1,511.67 | \$1,175.37 | \$336.30 |

3. Effective Date of Benefits

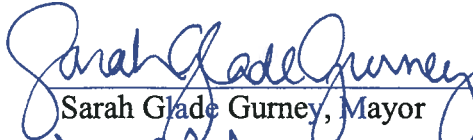
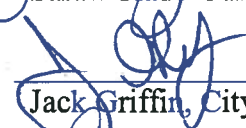
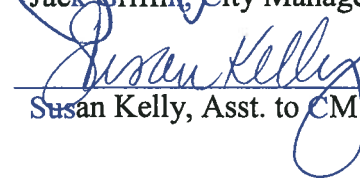
Provided SEIU members ratify this agreement by June 30, 2010, all economic proposals shall be effective July 1, 2010, or upon later ratification by SEIU, all economic proposals shall be effective the first pay period following City Council ratification of this agreement.

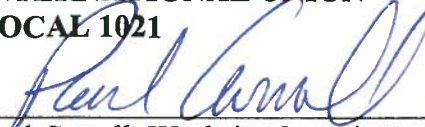

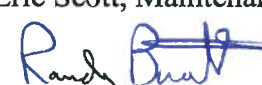
IN WITNESS WHEREOF, the parties hereby agree to the aforementioned terms and conditions contained within this Successor Memorandum of Understanding. Terms and

conditions contained within the existing Comprehensive Memorandum of Understanding shall remain in full force and effect unless modified by terms and conditions within this Successor MOU.

CITY OF SEBASTOPOL

**SERVICE EMPLOYEES
INTERNATIONAL UNION
LOCAL 1021**

| | |
|---|------------------------|
|  Sarah Glade Gurney, Mayor | <u>6/22/10</u> Date |
|  Jack Griffin, City Manager | <u>6/21/10</u> Date |
|  Susan Kelly, Asst. to CM | <u>6/21/10</u> Date |

| | |
|--|--------------------------|
|  Paul Carroll, Worksite Organizer | <u>6/21/2010</u> Date |
|  Eric Scott, Maintenance Worker III | <u>6/21/2010</u> Date |
|  Randy Bratton, Maintenance Worker II | <u>6/21/2010</u> Date |

Approved by the Sebastopol City Council on June 15, 2010.