

RESOLUTION NO. 5802

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

WHEREAS, the Unrepresented Employees representatives of the City of Sebastopol and the 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 Unrepresented Employees and authorizes the City Manager to sign said MOU on the Council's behalf.


IN COUNCIL DULY PASSED THIS 15th day of June, 2010.

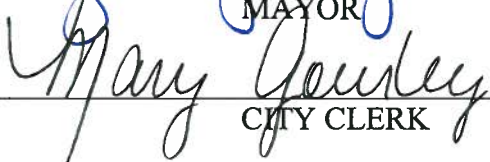
AYES: Councilmembers Robinson, Shaffer, Kelley, Vice Mayor Wilson and Mayor Gurney

NOES: None

ABSENT: None

ABSTAIN: None

APPROVED: 
MAYOR

ATTEST: 
CITY CLERK

Memorandum of Understanding
 Successor Agreement Between
 THE CITY OF SEBASTOPOL
 And
 UNREPRESENTED EMPLOYEES OF THE CITY OF SEBASTOPOL
 June 15, 2010

The Unrepresented employees of the City of Sebastopol, hereinafter referred to as UNREPRESENTED, 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 City's unrepresented employees. 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.

UNREPRESENTED 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	\$432.22	\$51.72
	E+1	\$1,016.30	\$880.80	\$135.50
	FF	\$1,451.90	\$1,219.82	\$232.08
Kaiser				
	EE	\$534.17	\$472.17	\$62.00
	E+1	\$1,068.32	\$928.32	\$140.00
	FF	\$1,511.67	\$1,281.67	\$230.00

3. Effective Date of Benefits

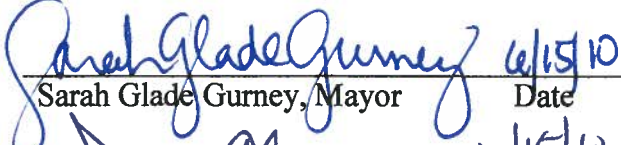
Provided Unrepresented employees ratify this agreement by June 30, 2010, all economic proposals shall be effective July 1, 2010, or upon later ratification by UNREPRESENTED, all economic proposals shall be effective the first pay period following City Council ratification of this agreement.


4. Salary Study Results

The City undertook a salary study which revealed that for most of the unrepresented positions, the City was either last or below the average salary level of the five comparably sized cities in Sonoma County (Cloverdale, Cotati, Healdsburg, Sebastopol and Sonoma). The City commits to continue to monitor the compensation levels of all of the unrepresented positions and endeavor to ensure competitive levels of compensation for City positions as economic circumstances permit.

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

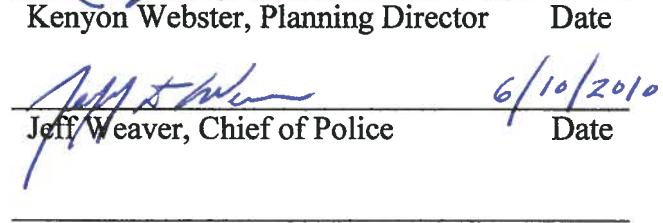


Sarah Glade Gurney, Mayor Date 6/15/10


Jack Griffin, City Manager Date 6/15/10

UNREPRESENTED EMPLOYEES



Kenyon Webster, Planning Director Date 6/14/10


Jeff Weaver, Chief of Police Date 6/10/2010

Approved by the Sebastopol City Council on June 15, 2010.
Resolution #5802