

RESOLUTION NO. 5810

RESOLUTION OF THE CITY OF SEBASTOPOL
APPROVING COMPREHENSIVE MEMORANDUM OF UNDERSTANDING
WITH THE SEBASTOPOL POLICE OFFICERS ASSOCIATION (SPOA)
FOR JULY 1, 2010 THROUGH JUNE 30, 2011

WHEREAS, the Sebastopol Police Officers Association (SPOA) 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 Sebastopol Police Officers Association (SPOA) and authorizes the City Manager to sign said MOU on the Council's behalf.


IN COUNCIL DULY PASSED THIS 6th day of July, 2010.

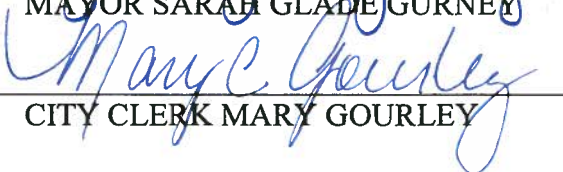
AYES: Councilmembers Robinson, Shaffer, Kelley, Vice Mayor Wilson and Mayor Gurney

NOES: None

ABSENT: None

ABSTAIN: None

APPROVED: 
MAYOR SARAH GLADE GURNEY

ATTEST: 
CITY CLERK MARY GOURLEY

Memorandum of Understanding
 Successor Agreement Between
 THE CITY OF SEBASTOPOL
 And
 SEBASTOPOL POLICE OFFICERS ASSOCIATION
 July 6, 2010

The Sebastopol Police Officers Association, hereinafter referred to as SPOA, 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.

SPOA 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 of Fiscal Year 2010 – 11, City and SPOA Members 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 SPOA members ratify this agreement by June 30, 2010, all economic proposals shall be effective July 1, 2010, or upon later ratification by SPOA, all economic proposals shall be effective the first pay period following City Council ratification of this agreement.

4. Retirement Health Savings Plan
All SPOA members will be eligible for participation in a Retirement Health Savings Plan.

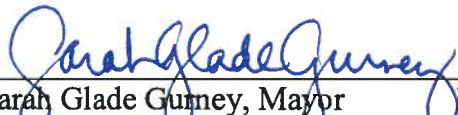



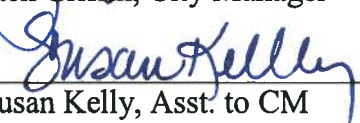
5. Holiday Pay

A SPOA members who are required to work on a City Holiday, excepting Floating Holidays, shall be allowed the option to convert Holiday overtime to compensatory time than can be utilized by the employee with the approval of department management.

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

SEBATOPOL POLICE OFFICERS ASSOCIATION

 _____ Sarah Glade Gurney, Mayor	7/6/10 _____ Date	 _____ John Noble, Workplace Organizer	7/5/10 _____ Date
 _____ Jack Griffin, City Manager	7-6-10 _____ Date	 _____ Loree Camden, SPOA Lead Negotiator	7/12/2010 _____ Date
 _____ Susan Kelly, Asst. to CM	7-6-10 _____ Date	_____	_____

Approved by the Sebastopol City Council on July 6, 2010.