

RESOLUTION No. 799

Adopted by The Sacramento City Council on date of

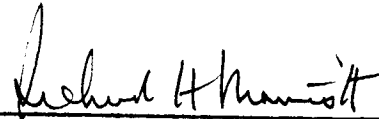
WHEREAS this Council, pursuant to California Government Code Sections 3500 et seq., enacted an employer-employee relations policy with its adoption of Resolution 153 dated April 30, 1970, as amended by Resolution 284 dated July 7, 1970, and

WHEREAS under the terms of that policy, the representatives of the City Manager have met and conferred in good faith with representatives of the Sacramento City Employees' Association, the recognized employee organization for employees in the Confidential, Professional and Miscellaneous Units, as designated in the said Resolutions, and

WHEREAS these parties have reached agreement on matters relating to the employment conditions of these said employees, as reflected by written Memorandum of Understanding signed by them on June 30, 1971, which Memorandum is attached hereto and made a part hereof, and

WHEREAS this Council finds that the provisions and agreements contained in this Memorandum are fair and proper and in the best interests of the City,

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopts the terms and conditions contained in the said Memorandum of Understanding.



MAYOR

ATTEST:


CITY CLERK

MEMORANDUM
OF
UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is made and entered into between the EMPLOYEE RELATIONS OFFICER of the CITY OF SACRAMENTO, hereinafter referred to as "City", and the SACRAMENTO CITY EMPLOYEES' ASSOCIATION, a California non-profit corporation, hereinafter referred to as "Association", pursuant to California Government Code Sections 3500 et seq., and City's Resolutions Nos. 153 and 284.

The parties have met and conferred in good faith regarding employment conditions and employer-employee relations of the employees in the Confidential, Professional and Miscellaneous Units as designated in the City's aforesaid Resolutions; and, having reached agreement as hereinafter set forth, shall submit this Memorandum to the City Council with the joint recommendation that that body resolve to adopt its terms and conditions and take such other and additional action as may be necessary to implement its provisions.

The parties agree as follows:

1. Salaries

Effective July 1, 1971, the City shall adopt a Salary Ordinance that shall provide salary ranges for the classes comprising the Confidential, Professional and Miscellaneous Units as indicated on the proposed Salary Ordinance for these classes which is attached hereto and made a part hereof as Exhibit "A".

2. Changes in Job Classifications and Corresponding Salary Ranges

The parties agree to jointly request and recommend to the Civil Service Board and City Council as appropriate as follows:

a. Eliminate the assignment classification of "Maintenance Man I (Greenskeeping)"; establish in its stead the classification "Greenskeeper", giving status therein to incumbents, with a salary

range equal to the then existing "Maintenance Man II" classification.

b. Create the new classification of "Maintenance Man III", providing the same job specifications as for the existing "Maintenance Man II" classification, except that it shall specify leadman responsibilities over four (4) or more employees on a regular basis. Incumbents in the existing "Maintenance Man II" classification having such leadman responsibilities shall be given status in this new "Maintenance Man III" class, which shall have a salary range of \$647 - \$786. The provisions of Code Section 2.106 regarding temporary work in a higher classification shall be applicable.

c. Coincidentally therewith, change the existing class title of "Maintenance Man III" to the new class title of "Maintenance IV" with no other changes and with no other effect on incumbents in this class.

d. Eliminate the existing class titles of "Street Cleaning Foreman I" and "Street Cleaning Foreman II", and in lieu thereof create the new class title "Street Cleaning Foreman", with all incumbents in the two existing classes being granted status in the new class, which shall have a salary range equal to that of the existing "Street Cleaning Foreman II" class.

e. Changes in Dispatcher Clerk classifications as outlined in the "Communications Operators" study proposed to and now pending before the Civil Service Board. Promotional examinations shall be given to fill the proposed Senior and Supervising Dispatcher Clerk classifications upon adoption and implementation of the proposed study.

f. The City agrees that it will consult with the Association regarding any changes in the classification plan that it may from time to time propose to the Civil Service Board prior to consideration thereof by that Board.

3. Medical and Dental Insurance Benefits

a. The City shall continue to pay the cost of employee benefits (as distinguished from benefits for the employee's dependents) under the existing "Cal-Western" and Kaiser Foundation medical plans, including an increase in such cost for the Kaiser plan that is to take effect on July 1, 1971.

b. The City shall contract with "Cal-Western" for a dental insurance plan offering the following coverage for the employee and his or her dependents: Reimbursement of charges for dental service, including replacement cost for bridges and dentures commencing six (6) months after effective date of coverage, and excluding orthodontics, such reimbursement to be limited and subject to a \$25.00 annual deductible per covered member, and reimbursement of charges thereafter to be limited to one thousand dollars (\$1,000.00) per year per covered member and in accordance with the carrier's schedule of maximum allowable charges for the type of dental service rendered.

The monthly premiums for the said dental insurance plan shall be:

Employee		\$ 3.93
Dependents		
Spouse	\$3.93	
Children	<u>3.38</u>	
		<u>7.31</u>
TOTAL		\$11.24

The City shall pay the full premium for the employee's coverage and the full premium for the employee's qualified dependents' coverage, i.e., \$3.93 per employee per month for the employee's coverage, plus up to \$7.31 per employee per month for the employee's qualified dependents' coverage.

Dental coverage hereunder for the employee only shall go into effect on July 1, 1971, and for the employee's qualified dependents on or about September 1, 1971, after a sixty (60) day open enrollment period during which each employee may enroll his or her qualified dependents.

In the event less than eighty-five (85) percent of all the City's employees' qualified dependents are enrolled for this dental insurance plan, the insurance carrier reserves the right to forthwith cancel its offer as herein provided, and thereupon to terminate all further dental coverage for employees and dependents. In such event the City shall no longer have any obligation or liability under this subparagraph b., except that in such event and at such time the City shall be prepared to further meet and confer with the Association regarding alternative medical or dental insurance benefits for the balance then remaining of the term of this Memorandum.

4. Holiday Benefits

Employees paid on a monthly salary shall receive full compensation for the following holidays on which they do not work:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1, but if it falls on Sunday, then the following Monday is a holiday.
Washington's Birthday	Third Monday in February.
Memorial Day	Last Monday in May.
Independence Day	July 4, but if it falls on Sunday, then the following Monday is a holiday.
Labor Day	First Monday in September.
Admission Day	September 9, but if it falls on Sunday, then the following Monday is a holiday.
Columbus Day	Second Monday in October.

Holiday

Date

Veterans' Day

Fourth Monday in October.

Thanksgiving Day

Christmas Day

December 25, but if it falls on Sunday, then the following Monday is a holiday.

Statewide
Elections

5. Payroll Deduction of Sacramento City Employees' Credit Union Payments

Subject to written authorization by the employee and the said Credit Union in such form and manner as is to be specified by the City, and which shall expressly guarantee and indemnify the City against liability and loss, and conditioned upon initial receipt of no less than one hundred such requests and authorizations, the City shall arrange to deduct such payments from employee paychecks, and remit monthly an amount equal to the total deductions so made to the said Credit Union.

6. Association "Group Representatives"

The City agrees that it shall meet and confer with the Association regarding implementation of a "group representative program".

DATE: June 30, 1971

SACRAMENTO CITY EMPLOYEES'
ASSOCIATION:

By Eugene M. Nystrom
EUGENE NYSTROM
President

EMPLOYEE RELATIONS OFFICER OF
THE CITY OF SACRAMENTO:

John Liebert
JOHN LIEBERT