

AMENDMENT NO. 1

The Memorandum of Understanding between the City of Suisun City and the Suisun City Management & Professional Employees' Association (hereinafter "Agreement") was signed on the 7th day of October, 2014, and it was entered into as of July 1, 2014, between the City of Suisun City, (hereinafter "City"), and the Suisun City Management & Professional Employees' Association, (hereinafter "SCMPEA").

Pursuant to Government Code Section 3500 *et seq.* and the City of Suisun City Employer/Employee Relations Resolution No. 74-33, the following represents Amendment No. 1 to the Agreement (hereinafter "Amendment") reached between the City and the SCMPEA, the terms of which will apply to current Employees effective July 3, 2015 through December 31, 2015.

Modifications to Article XLVI – Temporary Measures

Article XLVI shall be amended to read as follows:

ARTICLE XLVI – TEMPORARY MEASURES

1. Temporary Measures. The Parties agree that due to economic conditions, as well as actions by the State of California, that the City is forced to seek concessions from its Employees. The Parties recognize that the City could balance its budget by laying off Employees, but the Parties agree that it is preferable to rely on concessions that would ensure the Employees do not lose their jobs and that the community not suffer a more radical reduction in service delivery. The Parties have met and conferred in good faith and agreed to certain concessions, as well as certain recompense for these concessions. The Parties have also agreed to their preferences for unwinding these concessions as the fiscal situation improves. The Parties hereby declare that it is their mutual intention that these concessions be temporary and that they be unwound as soon as they can possibly be removed without fiscal harm to the City.
2. Pay Cut. The amounts set forth in Exhibit A reflect the elimination of the two and one-half percent (2.5%) reduction in Base Pay for all job classes that was in effect from July 6, 2014 through July 2, 2015.
3. Personal Time Off. In partial recompense for the pay cut agreed to by SCMPEA, the City hereby grants to the Employees Personal Time Off of up to 50 hours per fiscal year on the days designated in Exhibit B. Personal Time Off may not be accrued or cashed out; it must be taken on the designated dates. This provision expired on July 3, 2015.
4. Unwinding Protocol. The Parties agree that unwinding the Temporary Measures is subject to the meet and confer process as provided in the Meyers-Milias-Brown Act (Government Code Section 3500 *et seq.*). The Parties also agree that the preferred unwinding protocol should proceed as follows:
 - A. Restore Pay Cuts. The Pay Cuts that were in effect between July 6, 2014 and July 2, 2015, are hereby eliminated.

- B. Selectively Fill Vacant Positions. The second highest priority is the selective filling of some or all of the positions that are being held vacant. The Parties acknowledge that the City Council has established a policy that the filling of any vacancy must first be approved by the City Council.
- C. Relax Cash-Out Restrictions. In order to ensure that the agreed-upon Pay Cuts have the desired effect on the budget, the Parties understand and agree that the cashing out of paid leave needs to be restricted to 32 hours of Executive Leave in December. After addressing Subsections 4.A. and 4.B. above, the Parties will meet and confer about relaxing the restrictions set forth in Section 5 of Article XXXIII as funding becomes available. Such discussions may occur within the context of discussions regarding Subsection 4.D. below.
- D. Provide COLAs. At such time as the fiscal situation has improved sufficiently, the Parties shall meet and confer on the cost-of-living adjustments (COLAs) that implement the Class and Compensation Study consistent with City Council policy direction within the limitations of the City's ability to pay.

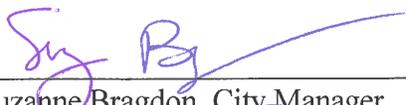
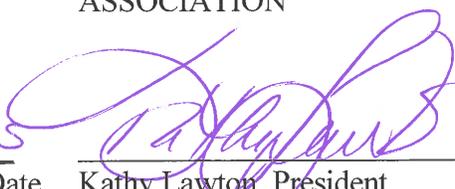
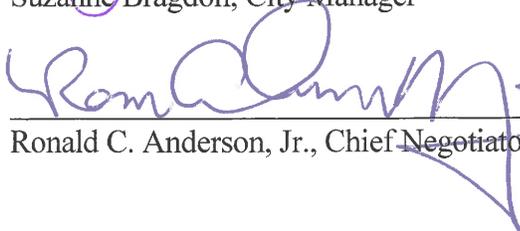
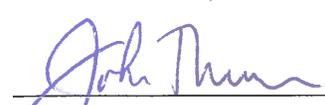
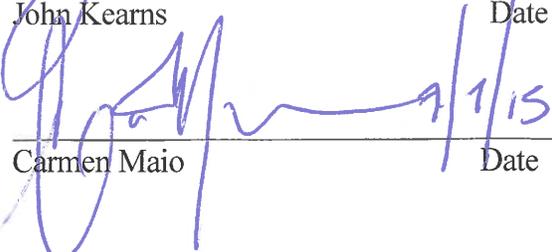
Effective Date of Amendment No. 1

The effective date of this Agreement shall be July 3, 2015. All other provisions of the Agreement shall remain in full force and effect.

EXECUTED this ___ day of July 2015.

CITY OF SUISUN CITY

SUISUN CITY MANAGEMENT &
PROFESSIONAL EMPLOYEES'
ASSOCIATION

 <hr/> Suzanne Bragdon, City Manager	7/2/15 <hr/> Date	 <hr/> Kathy Lawton, President	7/7/15 <hr/> Date
 <hr/> Ronald C. Anderson, Jr., Chief Negotiator	7/2/15 <hr/> Date	 <hr/> John Kearns	7/7/15 <hr/> Date
<hr/>	<hr/> Date	 <hr/> Carmen Maio	7/1/15 <hr/> Date

**EXHIBIT A: Suisun City Management & Professional Employees' Association
Salary Schedule Effective July 3, 2015**

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Ending	Hourly
Police Commander*	255	\$ 6,685	\$ 38.57	\$ 9,025	\$ 52.07
Assistant City Engineer*	210	\$ 6,433	\$ 37.12	\$ 8,685	\$ 50.11
Financial Services Manager*	225	\$ 5,587	\$ 32.23	\$ 7,542	\$ 43.51
Accounting Services Manager*	207	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
Police Support Services Manager*	270	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
Assistant/Associate Engineer- Associate*	221	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
Fire Division Chief*	237	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
Public Works Superintendent*	265	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
Project Manager*	260	\$ 4,879	\$ 28.15	\$ 6,587	\$ 38.00
Senior Accountant*	205	\$ 4,879	\$ 28.15	\$ 6,587	\$ 38.00
Senior Building Inspector*	215	\$ 4,879	\$ 28.15	\$ 6,587	\$ 38.00
Assistant/Associate Engineer-Assistant*	220	\$ 4,874	\$ 28.12	\$ 6,580	\$ 37.96
Assistant/Associate Planner-Associate*	251	\$ 4,647	\$ 26.81	\$ 6,274	\$ 36.20
Management Analyst I/II-II*	236	\$ 4,647	\$ 26.81	\$ 6,274	\$ 36.20
Housing Manager*	230	\$ 4,467	\$ 25.77	\$ 6,031	\$ 34.79
Info. Technology Systems Administrator*	275	\$ 4,467	\$ 25.77	\$ 6,031	\$ 34.79
Marketing Manager*	245	\$ 4,242	\$ 24.47	\$ 5,727	\$ 33.04
Accountant*	200	\$ 4,224	\$ 24.37	\$ 5,703	\$ 32.90
Assistant/Associate Planner-Assistant*	250	\$ 4,224	\$ 24.37	\$ 5,703	\$ 32.90
Management Analyst I/II-I*	235	\$ 4,224	\$ 24.37	\$ 5,703	\$ 32.90
Marina Supervisor*	240	\$ 4,224	\$ 24.37	\$ 5,703	\$ 32.90
Administrative Fire Captain*	201	\$ 3,757	\$ 17.52	\$ 5,072	\$ 23.65
Public Works Supervisor*	222	\$ 3,757	\$ 21.68	\$ 5,072	\$ 29.26
Sec to City Mgr/Dep City Clerk*	300	\$ 3,610	\$ 20.82	\$ 4,873	\$ 28.11
Marina/Waterfront Rec. Supervisor*	242	\$ 3,373	\$ 19.46	\$ 4,553	\$ 26.27
Recreation Supervisor*	241	\$ 3,373	\$ 19.46	\$ 4,553	\$ 26.27

Bold denotes benchmark class

*Exempt

EXHIBIT B: PERSONAL TIME OFF

Pursuant to Section 3 of Article XLIII, Personal Time Off shall be provided as a partial recompense for concessions made by SCMPEA. Personal Time Off shall be provided as follows:

1. Employees Working 5/40 or 9/80 Schedules. Employees working either a 5/40 or 9/80 work schedule shall be granted paid leave for all scheduled work hours on the last working Friday of the first month of each quarter during the term of this Agreement, as well as the day before Christmas is observed and the day before New Year's Day is observed. During the Term of this Agreement these dates shall be the following: July 25, 2014; October 17, 2014; December 24, 2014; December 31, 2014; January 23, 2015; April 17, 2015; and July 24, 2015.
2. B&PW Employees Working Alternate 9/80 Schedules. Certain Employees in the Building & Public Works Department work a 9/80 schedule with alternate Fridays off from most Employees working a 9/80 schedule at City Hall. Those Employees working the Alternate 9/80 schedule shall be granted paid leave for all scheduled work hours on the second to last working Friday of the first month of each quarter during the term of this Agreement, as well as the day before Christmas is observed and the day before New Year's Day is observed. During the Term of this Agreement these dates shall be the following: July 18, 2014; October 10, 2014; December 24, 2014; December 31, 2014; January 16, 2015; April 10, 2015; and July 17, 2015.
3. SCFD Employees Working 4/49.5 Schedules. SCFD Employees working a 4/49.5 work schedule shall be granted paid leave for all scheduled work hours for one Workday at the end of a workweek in July, 2014; October 2014; December, 2014; January, 2015; April 2015; and July 2015. The affected Employees shall work with their supervisors to schedule their Personal Time Off days.