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Section 3. Effective Date. This Resolution is effective May 26, 2023.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 23rd day of May 2023, by the following vote:

AYES:	Councilmembers:	<u>Dawson, Osum, Pal, Washington, Mayor Hernandez</u>
NOES:	Councilmembers:	<u>None</u>
ABSENT:	Councilmembers:	<u>None</u>
ABSTAIN:	Councilmembers:	<u>None</u>

WITNESS my hand and the seal of said City this 23rd day of May 2023.



Anita Skinner
City Clerk

Exhibit A: Third Amendment to the SCMPEA MOU 2021-23

THIRD AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN CITY MANAGEMENT
& PROFESSIONAL EMPLOYEES' ASSOCIATION EFFECTIVE JULY 1, 2021
THROUGH JUNE 30, 2023

This Third Amendment to the Memorandum of Understanding between the City of Suisun City and the Suisun City Management & Professional Employees' Association effective July 1, 2021 through June 30, 2023 (SCMPEA MOU 2021-23) is made and entered into by and between the City of Suisun City, a municipal corporation (City), and the Suisun City Management & Professional Employees' Association (SCMPEA).

R E C I T A L S:

WHEREAS, on August 17, 2021, the City Council approved the SCMPEA MOU 2021-23 with the adoption of Resolution No. 2021-81;

WHEREAS, on April 5, 2022, the City Council approved the First Amendment to the SCMPEA MOU 2021-23 with the adoption of Resolution No. 2022-53;

WHEREAS, on November 1, 2022, the City Council approved the Second Amendment to the SCMPEA MOU 2021-23 with the adoption of Resolution No. 2022-139;

WHEREAS, the City and SCMPEA's authorized labor relations representatives met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (MMBA), Gov't Code Sections 3500-3511, regarding certain modifications to the SCMPEA MOU 2021-23;

WHEREAS, the City and SCMPEA now desire to further amend the SCMPEA MOU 2021-23 to modify salary compensation provisions of the SCMPEA MOU 2021-23, which modified terms were ratified by the SCMPEA membership and then signed by the authorized representatives parties.

NOW, THEREFORE, it is hereby agreed that the SCMPEA MOU 2021-23 is amended in the following particulars only and made effective as indicated:

Article VII, Section 1 of the SCMPEA MOU 2021-23, entitled "Salaries," shall be amended to read as follows (deletions in ~~strike through~~; additions in ***bold italics***):

1. Salaries. Assuming funding pursuant to the American Rescue Plan Act of 2021 (which guidelines have only recently been published) as a condition precedent, the City proposes to provide additional pay to all bargaining unit employees as follows:

A. Miscellaneous. The City will provide a \$2.00 per hour non-pensionable additional pay on top of the base pay rate for all represented miscellaneous job classes (except the Police Support Services Manager) ***up through and until May 25, 2023***.

B. Police Support Services Manager. The City will provide a \$4.00 per hour non-pensionable additional pay on top of the base pay rate ***up through and until May 25, 2023***.

C. Police and Fire. The City will provide a \$6.00 per hour non-pensionable additional pay on top of the base pay rate for all represented safety job classes *up through and until May 25, 2023.*

D. Additional pay increases will be effective retroactively to July 1, 2021, if the Tentative Agreement is ratified and signed by Union at least one day prior to the City Council meeting scheduled for July 6, 2021. Alternatively, the premium increase will be effective the first full pay period after City Council adoption of the Tentative Agreement.

E. Payments will be made on a bi-weekly basis. ~~All the hourly increases authorized herein will sunset June 30, 2023.~~

F. The previously provided Critical Staffing Retention and Recruiting Pay sunset/expired on June 30, 2021 and shall not be included in this successor MOU.

G. *Miscellaneous. Effective May 26, 2023, the City will provide base hourly wage increases of \$2 per hour to the wage range for all represented miscellaneous job classes (except Dispatch classifications) and base hourly wage increases of \$2 per hour to the employee's position within that range for the following represented miscellaneous job classes:*

*Principal Planner
Public Works Superintendent*

H. *Dispatch. Effective May 26, 2023, the City will provide base hourly wage increases of \$4 per hour to the wage range for all represented Dispatch job classes and base hourly wage increases of \$4 per hour to the employee's position within that range for the Police Support Services Manager classification.*

I. *Police and Fire. Effective May 26, 2023, the City will provide base hourly wage increases of \$6 per hour to the wage range for all represented safety job classes and base hourly wage increases of \$6 per hour to the employee's position within that range for the following represented fire safety job classes:*

*Deputy Fire Chief
Division Fire Chief*

J. *The City's base wage increases provided herein to the employee's position within the range will decrease the differential between steps to less than 5% as identified in the new alpha numerical salary ranges established for these classifications. The alpha salary range will be eliminated once all affected employees in the alpha numeric range reach top step, or through attrition, whichever comes first. The affected employees in the alpha numeric ranges will be transitioned to the base numerical range once they reach the top step.*

THIRD AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN CITY MANAGEMENT & PROFESSIONAL EMPLOYEES' ASSOCIATION EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2023

- K. New hires starting May 26, 2023 or later, in the classifications affected by the additional hourly wage increases will be hired into the base numerical range for that classification which maintains a 5% differential between each step in the range.*

The representatives of the City and of the SCMPEA have jointly prepared this Third Amendment to the SCMPEA MOU 2021-23, and jointly presented to City Council of the City of Suisun City for determination pursuant to Government Code section 3505.1. Except as expressly provided for in this Third Amendment to the SCMPEA MOU 2021-23, all other provisions of the SCMPEA MOU 2021-23, the First Amendment of the SCMPEA MOU 2021-23 and the Second Amendment of the SCMPEA MOU 2021-23 shall remain in full force and effect. The parties also acknowledge that this Third Amendment to the SCMPEA MOU 2021-23 shall not be in full force and effect until adopted by resolution by the City Council of the City of Suisun City. Subject to the foregoing and in witness whereof, this Third Amendment is hereby executed by the authorized representatives of the City and the SCMPEA and entered into as of this 24th day of April 2023.

IT IS SO AGREED:

For The City:



Gregory Folsom
City Manager



Christina Penland
Human Resources Administrator



Kris Lofthus
Deputy City Manager

**Approved as to form
Aleshire & Wynder, LLP**



Elena Q. Gerli, City Attorney

For SCMPEA:



Mary LaPlante, Managing Labor Representative
City Employee Associates



Daniel Healy, SCMPEA President



John Kearns, SCMPEA Vice President



Amber Kent, SCMPEA Secretary







Third Amendment MOU SCMPEA

Final Audit Report

2023-05-02

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