

1 **RESOLUTION NO. 2024-48**

2 **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY**
3 **APPROVING THE FIRST AMENDMENT TO THE SUISUN CITY MANAGEMENT AND**
4 **PROFESSIONAL EMPLOYEES' ASSOCIATION (SCMPEA) MEMORANDUM OF**
5 **UNDERSTANDING (MOU) 2023-25 TO ACKNOWLEDGE TOTAL YEARS OF SWORN**
6 **LAW ENFORCEMENT SERVICE TO QUALIFY FOR LONGEVITY PAY.**

7 **WHEREAS**, on July 18, 2023, the City Council approved the Memorandum of
8 Understanding between the City of Suisun City (City) and the Suisun City Management and
9 Professional Employees' Association (SCMPEA), effective July 1, 2023, through June 30, 2025
10 (SCMPEA MOU 2023-25) with the adoption of Resolution No. 2023-96; and

11 **WHEREAS**, the City and SCMPEA's authorized labor relations representatives met and
12 conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act
13 (MMBA)(Gov't Code Sections 3500-3511) regarding certain proposed modifications in the
14 SCMPEA MOU 2023-25 to acknowledge total years of sworn law enforcement service to qualify
15 for Longevity Pay; and

16 **WHEREAS**, the City Council now desires to accept, approve, and adopt the First
17 Amendment to the SCMPEA MOU 2023-25 (attached hereto as Exhibit "A"); and

18 **WHEREAS**, any additional costs of the First Amendment to the SCMPEA MOU 2023-25
19 will not require additional budget appropriations for this fiscal year.

20 **NOW THEREFORE, BE IT RESOLVED** by the City Council of the City of Suisun City
21 as follows:

22 **Section 1.** The recitals set forth above are true and correct and incorporated herein by
23 this reference.

24 **Section 2.** The First Amendment to the SCMPEA MOU 2023-25, attached hereto as
25 Exhibit "A," is hereby accepted, approved, and adopted.

26 **Section 3.** Effective Date. This Resolution is effective April 12, 2024.

27 **PASSED AND ADOPTED** at a Regular Meeting of said City Council of the City of Suisun
28 City duly held on Tuesday, the 7th day of May 2024, by the following vote:

AYES: Councilmembers: Dawson, Osum, Pal, Washington, Mayor Hernandez
NOES: Councilmembers: None
ABSENT: Councilmembers: None
ABSTAIN: Councilmembers: None

WITNESS my hand and the seal of said City this 7th day of May 2024.

24 
25 _____
26 Anita Skinner
27 City Clerk

28 Exhibit A: SCMPEA MOU 2023-25 Amendment No. 1

**FIRST AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SUISUN CITY
AND
THE SUISUN CITY MANAGEMENT & PROFESSIONAL
EMPLOYEES' ASSOCIATION**

**July 1, 2023
Through
June 30, 2025**

**FIRST AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN CITY MANAGEMENT AND PROFESSIONAL
EMPLOYEES' ASSOCIATION**

This First Amendment to the Memorandum of Understanding between the City of Suisun City and the Suisun City Management and Professional Employees' Association effective July 1, 2023 through June 30, 2025 ("SCMPEA MOU 2023-25") is made and entered into by and between the City of Suisun City, a municipal corporation ("City"), and the Suisun City Management and Employees' Association ("SCMPEA").

RECITALS:

WHEREAS, the City Council approved the SCMPEA MOU 2023-25 through Resolution No. 2023 - 96 adopted July 18, 2023;

WHEREAS, the City and SCMPEA's authorized labor relations representatives met and conferred in good faith pursuant to the requirements of the Meyers-Millias-Brown Act (MMBA), Gov't Code Sections 3500-3511, regarding compensation and benefit modifications for Police Safety classifications and incumbent employees represented by SCMPEA;

WHEREAS, the City and SCMPEA now desire to amend the SCMPEA MOU 2023-25 to include additional compensation for the SCMPEA represented Police Safety classification of Police Commander and any affected incumbent employees in that classification to provide broader eligibility for longevity pay, which modified terms were ratified by the SCMPEA membership and then signed by the parties as reflected by this First Amendment subject to approval and adoption by City Council through a formal resolution as a condition precedent; and

NOW, THEREFORE, it is hereby agreed that the SCMPEA MOU 2023-25 is amended in the following particulars only subject to approval and adoption by City Council through a formal resolution as a condition precedent:

Article 7 COMPENSATION, Section 7 Longevity Pay of the SCMPEA MOU 2023-25 shall be amended to split subsection A into two separate subsections for police and fire with additional language as follows (deletions in strikethrough; changes in ***bold italics***):

A. Police and Fire Safety Longevity Pay.

(1) ***Police Safety Longevity Pay.***

Effective the pay period beginning April 12, 2024, upon the completion of five (5) years of full-time sworn law enforcement service, represented employees shall be entitled to a three (3%) percent increase in compensation; employees who complete ten (10) years of full-time sworn law enforcement service shall be entitled to an additional three (3%) percent increase in compensation (for a total of six (6%) percent).

(2) Fire Safety Longevity Pay.

Upon the completion of five (5) years of continuous full-time *City* service, represented employees shall be entitled to a three (3%) percent increase in compensation; employees who complete ten (10) years of continuous full-time *City* service shall be entitled to an additional three (3%) percent increase in compensation (for a total of six (6%) percent).

The representatives of the City and of the SCMPEA have jointly prepared this First Amendment to the SCMPEA MOU 2023-25, and jointly presented same 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 First Amendment to the SCMPEA MOU 2023-25, all other provisions of the SCMPEA MOU 2023-25 shall remain in full force and effect. The parties also know that this First Amendment to the SCMPEA MOU 2023-25 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 First Amendment is hereby executed by the authorized representatives of the City and the SCMPEA and entered into as of this 24th day of May 2024.

IT IS SO AGREED:

**CITY OF SUISUN CITY
REPRESENTATIVES:**


Bret Prebula, City Manager


Christina Penland, HR Administrator


Colin Tanner, Deputy City Attorney

Approved as to form
Aleshire & Wynder, LLP


Elena Q Gerli, City Attorney

**SCMPEA
REPRESENTATIVES:**


Mary LaPlante, Managing Labor Representative
City Employees Association


Dan Healy, SCMPEA President


John Kearns, SCMPEA Vice President


Amber Kent, SCMPEA Secretary