



Pedro "Pete" M. Sanchez, Mayor  
Lori Wilson, Mayor Pro-Tem  
Jane Day  
Michael J. Hudson  
Michael A. Segala

First and Third Tuesday  
Every Month

**A G E N D A**

**SPECIAL MEETING OF THE SUISUN CITY COUNCIL**

**TUESDAY, DECEMBER 19, 2017**

**7:00 P.M.**

**(7:00 P.M. or Immediately Following the Regular Meeting)**

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**SUISUN CITY COUNCIL CHAMBERS -- 701 CIVIC CENTER BOULEVARD -- SUISUN CITY, CALIFORNIA**

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**NOTICE**

*Pursuant to Government Code Section 54953, Subdivision (b), the following Council/Successor Agency/Housing Authority meeting includes teleconference participation by Councilmember Jane Day from: 301 Morgan Street, Suisun City, CA 94585.*

(Next Ord. No. – 745)

(Next City Council Res. No. 2017 – 106)

Next Suisun City Council Acting as Successor Agency Res. No. SA2017 – 08)

(Next Housing Authority Res. No. HA2017 – 06)

**ROLL CALL**

Council / Board Members

**PUBLIC COMMENT**

*(Requests by citizens to discuss any matter under our jurisdiction other than an item posted on this agenda per California Government Code §54954.3 allowing 3 minutes to each speaker).*

**CONFLICT OF INTEREST NOTIFICATION**

*(Any items on this agenda that might be a conflict of interest to any Councilmembers / Boardmembers should be identified at this time.)*

**CONSENT CALENDAR**

*Consent calendar items requiring little or no discussion may be acted upon with one motion.*

**City Council**

1. Council Adoption of Resolutions Approving Labor Memorandum of Understandings and Related Employee Agreements:
  - a. Council Adoption of Resolution No. 2017-\_\_\_: Approving the Memorandum of Understanding (MOU) with the Suisun City Police Officers’ Association (SCPOA) and Authorizing the City Manager to Execute it on Behalf of the City; and
  - b. Council Adoption of Resolution No. 2017-\_\_\_: Amending the Salary Resolution No. 2017-\_\_\_ to Reflect the Amounts Set Forth in the Approved Memorandum of Understanding with the Suisun City Police Officers’ Association.

DEPARTMENTS: AREA CODE (707)

ADMINISTRATION 421-7300 ■ PLANNING 421-7335 ■ BUILDING 421-7310 ■ FINANCE 421-7320

FIRE 425-9133 ■ RECREATION & COMMUNITY SERVICES 421-7200 ■ POLICE 421-7373 ■ PUBLIC WORKS 421-7340

SUCCESSOR AGENCY 421-7309 FAX 421-7366

**GENERAL BUSINESS****ADJOURNMENT**

A complete packet of information containing staff reports and exhibits related to each item for the open session of this meeting, and provided to the City Council, are available for public review at least 72 hours prior to a Council /Agency/Authority Meeting at Suisun City Hall 701 Civic Center Blvd., Suisun City. Agenda related writings or documents provided to a majority of the Council/Board/Commissioners less than 72 hours prior to a Council/Agency/Authority meeting related to an agenda item for the open session of this meeting will be made available for public inspection during normal business hours. An agenda packet is also located at the entrance to the Council Chambers during the meeting for public review. The City may charge photocopying charges for requested copies of such documents. Assistive listening devices may be obtained at the meeting

*PLEASE NOTE:*

1. The City Council/Agency/Authority hopes to conclude its public business by 11:00 P.M. Ordinarily, no new items will be taken up after the 11:00 P.M. cutoff and any items remaining will be agendized for the next meeting. The agendas have been prepared with the hope that all items scheduled will be discussed within the time allowed.
2. Suisun City is committed to providing full access to these proceedings; individuals with special needs may call 421-7300.
3. Agendas are posted at least 72 hours in advance of regular meetings at Suisun City Hall, 701 Civic Center Boulevard, Suisun City, CA. Agendas may be posted at other Suisun City locations including the Suisun City Fire Station, 621 Pintail Drive, Suisun City, CA, and the Suisun City Senior Center, 318 Merganser Drive, Suisun City, CA.

I, Donna Pock, Deputy City Clerk for the City of Suisun City, declare under penalty of perjury that the above agenda for the meeting of December 19, 2017 was posted and available for review, in compliance with the Brown Act.



During negotiations with the City's three employee groups, retention of qualified and dedicated staff was identified as a shared interest. With improvements to the economy, vacancies have been restored in other competing jurisdictions, along with compensation adjustments netting roughly 3% annually, all of which have exacerbated the recruitment and retention challenges Suisun City historically faces.

The proposed SCPOA MOU and supporting employee agreement take into account these challenges, while recognizing the City's limited resources. To help address recruitment and retention concerns, it was agreed by all groups to focus on salary adjustments consistent with trends in the market place before relaxing the cash out of accumulated leave balances.

### **Cost-of-Living Adjustments**

The Tentative Agreements for each of the three bargaining units would provide base salary adjustments of 3.0% effective December 29, 2017. Consistent with current employee agreements, these base salary adjustments would also apply to Unrepresented Executive Management and Confidential Employees.

The adjustments to base salary are not only consistent with those of other Solano County agencies, but also consistent with a cost-of-living adjustment (COLA) utilizing the Consumer Price Index (CPI). Since October 2016, the Urban Wage Earners and Clerical Workers Index for the nine-county Bay Area increased 2.7%, according to the federal Bureau of Labor Statistics. Over the past five years, this index has grown by an average 2.80% and over the past ten years it has grown by an average of 2.78%. While a COLA of 3.0% does not make up for the fact that City compensation has not kept up with the CPI, the proposed contracts would not fall behind the market over the one-year term of these agreements.

### **Retention Strategy**

The Police Department has been subject to the highest levels of turn-over in the City, which appears to be the result of market trends and perceived longer-term career opportunities offered in larger departments. To help the City retain well-trained and effective Police Officers, staff has negotiated with the SCPOA Police Officer Retention Program. This program would provide two forms of incentives including:

- **Police Officer Probationary Completion Incentive** – Under this incentive, officers would be eligible to receive merit increases sooner after passing probation. Increases from B Step to C Step, and C Step to D Step would each be eligible to occur in six months rather than one year. Movement from A Step to B Step and D Step to E Step would continue to be eligible to occur after one year. Please note that probation for Police Officers is 18 months.
- **Corporal Assignment Incentive** – Under this incentive, seven officers would be eligible to serve in Police Corporal assignments. These assignments, which would be assigned by the Police Chief and require proficiency testing would replace the current Senior Officer Assignment Program. Though not a separate job class, the term "Police Corporal" conveys a status within law enforcement that "Senior Police Officer" does not. The program would provide career-development opportunities for these Police Corporals to serve as: Officers-in-Charge (who serve as shift supervisors in the absence of the Sergeant), as well as other assignments such as: Field Training Officer, Detective, or School Resource Officer.

Staff anticipates that the costs of this Retention Strategy could largely be funded through the avoidance of costs to recruit and train replacement officers.

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**RECOMMENDATION:** It is recommended that the City Council adopt:

1. Council Resolution No. 2017-\_\_\_: Approving the Memorandum of Understanding (MOU) with the Suisun City Police Officers' Association (SCPOA) and Authorizing the City Manager to Execute it on Behalf of the City; and
2. Council Resolution No. 2017-\_\_\_: Amending the Salary Resolution No. 2017-\_\_\_ to Reflect the Amounts Set Forth in the Approved Memorandum of Understanding with the Suisun City Police Officers' Association.

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**ATTACHMENTS:**

1. Resolution No. 2017-\_\_\_: Approving the Memorandum of Understanding (MOU) with the Suisun City Police Officers' Association (SCPOA) and Authorizing the City Manager to Execute it on Behalf of the City.
2. Resolution No. 2017-\_\_\_: Amending the Salary Resolution No. 2017-\_\_\_ to Reflect the Amounts Set Forth in the Approved Memorandum of Understanding with the Suisun City Police Officers' Association.

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**RESOLUTION NO. 2017-\_\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY  
APPROVING THE MEMORANDUM OF UNDERSTANDING (MOU)  
WITH THE SUISUN CITY POLICE OFFICERS' ASSOCIATION (SCPOA)  
AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT  
ON BEHALF OF THE CITY**

**WHEREAS**, the City has met and conferred in good faith with Suisun City Police Officers' Association and has agreed to a Memorandum of Understanding for the period from January 1, 2018, through December 31, 2018.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Suisun that the amended Memorandum of Understanding with the Suisun City Police Officers' Association is hereby approved; and that the City Manager is authorized to execute the MOU on the City's behalf.

**PASSED AND ADOPTED** by the City Council of the City of Suisun City at a regular meeting thereof held on the 19<sup>th</sup> day of December, 2017 by the following vote:

**AYES:** Councilmembers: \_\_\_\_\_  
**NOES:** Councilmembers: \_\_\_\_\_  
**ABSENT:** Councilmembers: \_\_\_\_\_  
**ABSTAIN:** Councilmembers: \_\_\_\_\_

**WITNESS** my hand and the seal of said City this 19<sup>th</sup> day of December, 2017.

\_\_\_\_\_  
Linda Hobson, CMC  
City Clerk

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**RESOLUTION NO. 2017-\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY  
AMENDING THE SALARY RESOLUTION NO. 2017-\_\_ TO REFLECT THE AMOUNTS  
SET FORTH IN THE APPROVED MEMORANDUM OF UNDERSTANDING  
WITH THE SUISUN CITY POLICE OFFICERS' ASSOCIATION**

**WHEREAS**, on December 19, 2017, the City Council approved a 12-month MOU with the Suisun City Employees' Association that provides for certain adjustments effective December 29, 2017; and

**WHEREAS**, on December 19, 2017, the City Council approved a 12-month MOU with the Suisun City Police Officers' Association that provides for certain adjustments effective December 29, 2017; and

**WHEREAS**, on December 19, 2017, the City Council approved a 12-month MOU with the Suisun City Management & Professional Employees' Association that provides for certain adjustments effective December 29, 2017; and

**WHEREAS**, state law requires that all City employees be compensated at an hourly rate of at least \$11.00 must be adjusted for the first time since July 1, 2010; and

**WHEREAS**, on December 19, 2017, the City Council adopted Resolution No. 2017-\_\_, which provides that the City Manager is authorized to adjust the compensation of unrepresented Executive Management and Confidential employees by the same factors contained in the MOUs with the City's other bargaining groups; and

**WHEREAS**, the attached revised Exhibit A would implement those adjustments for described in the associated MOUs; and

**WHEREAS**, these adjustments have been agreed to by the applicable Recognized Employee Organizations regarding Exhibit A.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of City of Suisun City that the consolidated Salary Resolution, attached as Exhibit A, shall be and is hereby adopted and, and shall remain in effect unless or until it is amended by Resolution of the City Council of the City of Suisun City. All previously adopted Resolutions that may be in conflict with this Resolution are hereby rescinded.

**BE IT FURTHER RESOLVED** that the amounts indicated as monthly compensation are for comparison purposes only. The hourly compensation amounts indicated shall be the basis for compensation for all job classes listed in Exhibit A. Temporary employees may be compensated at the hourly rate for any applicable job class listed in Exhibit A.

**PASSED AND ADOPTED** at a regular meeting of the City Council of the City of Suisun City, duly held on the 19<sup>th</sup> day of December 2017 by the following vote:

<b>AYES:</b>	Councilmembers:	_____
<b>NOES:</b>	Councilmembers:	_____
<b>ABSENT:</b>	Councilmembers:	_____
<b>ABSTAIN:</b>	Councilmembers:	_____

**WITNESS** my hand and the seal of said City this 19<sup>th</sup> day of December 2017.

\_\_\_\_\_  
Linda Hobson, CMC  
City Clerk

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