MEMORANDUM OF UNDERSTANDING
BETWEEN AND FOR THE
CITY OF SUSANVILLE
AND
THE OPERATING ENGINEERS LOCAL UNION NO. 3

MISCELLANEOUS EMPLOYEES

July 1, 2015 through and including June 30, 2016

CONTRACTS
JAN 27 2016

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1 INTRODUCTION

The representatives of the City of Susanville, hereinafter called the CITY, and the representatives of the Miscellaneous Employees Unit, hereinafter called the UNIT, having met and conferred in good faith, have mutually agreed to the following Memorandum of Understanding (MOU).

The purpose of the MOU is to promote harmonious relations between the CITY and the employees covered herein so as to promote employer-employee relations by providing a written document enumerating the entire agreement between the employer and employees pursuant to the purpose and intent of California Government Code §3500.

2 EMPLOYEE RIGHTS

Employees of the CITY have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations within the scope of representation. Employees of the CITY shall also have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the CITY.

3 CITY RIGHTS

A The CITY retains the right, subject to and in accordance with applicable laws and the provisions of the MOU, to:

1 Direct employees in the performance of their duties;

2 Hire, promote, transfer, assign and discipline employees;

3 Dismiss employees because of lack of work, or in accordance with personnel rules and regulations;

4 Determine the mission of its division and departments, and its budget, organization, number of employees, and the numbers, types, classifications, descriptions and grades of positions or employees assigned to an organizational unit, work project shift or tour of duty, and the methods and technology of performing its work; and

5 Take whatever action may be appropriate to carry out its mission in situations of emergency.

B In addition, the CITY specifically retains all the rights, subject to the provisions of this MOU, to take whatever actions and set whatever policies it deems necessary, with appropriate notification to UNIT employees.

C This section will not operate to deny any employee rights guaranteed by applicable law, including the Meyers-Milias-Brown Act.

4 NON-DISCRIMINATION

The CITY and UNIT agree not to discriminate against any employees in accordance with applicable laws. Also, it is recognized that whenever the masculine gender is referred to in this MOU, it shall include the female gender and *vice versa.*

5 UNIT RECOGNITION

A Acknowledgment: The CITY agrees to acknowledge the Operating Engineers Local Union No. 3 as the only recognized employee organization representing the non-management employees itemized in Exhibit A of this MOU.

B Payroll Deduction/Dues: For those UNIT full-time, regular employees itemized in Exhibit A, the CITY will deduct from their wages the regular monthly dues. Such dues shall be deducted and transmitted to the Union upon voluntary, revocable, written authorization of the UNIT employees in a manner complying with legal requirements. Written authorization forms will be provided by the CITY unless submitted by the Union. The Union agrees to hold harmless and indemnify the CITY for any liability the CITY should incur from any mistakes, negligence or intentional wrong sustained as a result of this service; provided, however, that the proper amount as specified by the Union has been deducted and paid over.

6 UNIT DESCRIPTION

This unit shall consist of all full-time, regular or probationary employees of the CITY and departments listed in Exhibit A of this MOU.

7 SALARY SCALE, MERIT STEP, CAREER DEVELOPMENT and PAY PERIOD

A Pay Period
Pay periods will conform to 26 pay periods within a full year with pay day occurring every other Friday.

B Salaries:
For the period from July 1, 2015 through June 30, 2016 salaries shall be increased by 1% as shown in Exhibit B of the City of Susanville Global Range and Step Matrix.

C Longevity:
When an employee has been at Step E for two years, he/she may, according to merit, be moved to Step F where Step F is five percent higher than the current range and step. If the employee remains in Step F for two additional years, he/she may, according to merit, go to Step G. Merit increases will not be automatic and will be based upon merit as evidenced by a performance evaluation. Merit increases will be limited to one per fiscal year. Longevity begins after an employee has been at Step E for two years and goes to Step F for two years, and is then eligible to move to Step G. Longevity ends at Step G.

D SDI:
The CITY will pay the State Disability Insurance (SDI) for the employees of this UNIT.

8 IRS SECTION 125 PLAN, DEFERRED COMPENSATION

A The CITY agrees to establish an IRS Section 125 Plan for employees' use.

B The CITY will contribute $25 per pay period as a contribution to an employee's Section 125 plan; or

C The CITY will match on a dollar-for-dollar basis contributions to a deferred compensation plan with a maximum contribution of $25 per pay period.

9 CONTINUING EDUCATION

The CITY will reimburse employees for the cost of books and tuition for job-related training that has received approval of the City Administrator prior to enrollment. Reimbursement shall be made upon successful completion of course. Required training that takes place after work hours will be paid at 1.5 times the base rate. Attendance at optional training or college classes will not qualify for overtime pay.

10 RETIREMENT

The CITY shall continue to make all of City share and all of Employee share of contributions to the Public Employee's Retirement System for each eligible employee sufficient to maintain the 3% at 60, single-highest year. New Employees as defined by the CalPERS hired after January 1, 2013 will be subject to the mandatory provisions of AB340 / PEPRA.

11 WORK SCHEDULE

A Work Period:
The work period for this UNIT shall begin at midnight Saturday and end at midnight the following Friday. Employees shall be normally scheduled for two consecutive days off.

B Work Week:
A 40-hour work week shall constitute a regular work schedule for this UNIT unless the needs of the CITY require an alteration of the schedule because of emergencies, snow removal, budgetary reasons or in order to accommodate temporary schedule adjustments.

Normally the work week for Miscellaneous employees shall be Monday through Friday, 8:00 a.m. to 5:00 p.m. with a 60-minute lunch break. The needs of the CITY will be paramount when making assignments under the 40-hour work week.

The CITY may assign employees to an alternate work schedule, a 9-80, 4-10 or other work week with the concurrence of the affected employees, subject to the provisions of Section 3.

12 HOLIDAYS

A The holidays listed in the Employee Manual will be recognized as eight-hour holidays during the existence of this MOU.

B Regular employees required to work on any of the designated holidays shall be entitled to be paid overtime or receive compensatory time off for such work at a rate of 1.5 times regular salary level, in addition to receiving holiday pay

13 UNIFORM ALLOWANCE

During the term of this MOU, the CITY shall provide the Police clerk(s), Fire Department secretary/administrative assistant and Community Services Officer in this UNIT with an annual uniform allowance of $650. New hires shall receive a uniform allowance of $700 for the first year only. Such uniform allowance shall be paid annually in June.

14 OVERTIME

A The City agrees that all hours worked in excess of forty (40) hours per week, or normal assigned shift hours (8 or 9) hours per day, including vacation time and sick leave time, or hours worked on a holiday designated in the employee manual, will

be counted as hours worked, and shall be compensated for at a rate of 1.5 times the regular rate of pay.

B The assignment of overtime will be at the CITY'S sole discretion and scheduled by supervisory personnel. However, the CITY shall endeavor to select among those employees who are qualified, those individuals who wish to work overtime, and when reasonably possible, to schedule such overtime work in advance. When an employee cannot work unscheduled overtime, for whatever reason, such action will not be considered insubordination and no other sanctions will be imposed on the employee.

C The CITY shall have the right to require employees to work whenever necessary.

D The CITY shall grant either pay for overtime, pursuant to Section 14.A of this MOU, or compensatory time off at the rate of 1.5 times the number of overtime hours worked. It shall be the employee's option to select cash or compensating time off.

E No employee subject to the terms of this MOU shall accrue more than 240 hours of compensatory time off. Employees may elect to receive lump sum cash out for compensatory time off in June and December. Lump sum cash out may not exceed 80 hours in any one fiscal year.

F An employee who is called in to work (non-scheduled overtime) after clocking out shall receive a minimum of two hours at 1.5 times the regular rate of pay.

G An employee who works more than ten consecutive hours shall receive a meal allowance of $13.50.

H If an employee is required to work at one or more of the following City special events (Easter, Fishing Derby, Junior Rodeo, Rodeo, Quarter Horse Show, Christmas Tree Lighting or Main Street Cruise), employee shall receive two times their regular salary rate for the hours worked.

15 HEALTH, DENTAL, VISION INSURANCE

A Effective July 1, 2013 the City shall pay the cost of health, dental and vision insurance premium for each unit member covered under this MOU. Each unit member shall contribute $30 per month towards the current plan premium. City will continue to research options for the best cost-effective coverage, at its discretion. The City reserves the right to select, change, administer and shall have the right to select any carrier or other method providing coverage to fund the benefits and may adjust the amount the City shall pay for such benefits. If the insurance provider is changed and the cost is less than $952 per month per employee, the City shall cap

the amount of its contribution to an amount not less than 100 percent of the cost of the new plan.

B Health insurance will be made available to retirees with no minimum vesting, if allowed under the current plan. Retirees will be eligible to purchase health insurance under the above-mentioned plan with no vesting requirement if allowed by the plan. A credit of 50 percent of accumulated sick leave at time of retirement, capped at $15,000, will be paid out per month toward 50 percent of the premium. This amount is subject to CalPERS regulations.

16 GROUP LIFE INSURANCE

A The CITY will provide $25,000 of group life insurance for each employee at no cost to the employee.

17 EMPLOYEE SICK LEAVE

A Employees within this UNIT will receive 3.69 hours of sick leave or accident allowance for each full pay period of employment, up to a total of 96 hours per calendar year.

B Benefits shall be payable commencing the first day of absence due to the employee's sickness or accident.

C Sick leave benefits and the use thereof are outlined in the Employee Manual.

D Under the Public Employees' Retirement System, credit for unused sick leave (Government Code '20965) shall be a benefit provided to each employee of this UNIT upon retirement and in accordance with the rules and regulations of CalPERS.

18 MILITARY LEAVE

Military leave shall be granted in accordance with the provisions of state law. All employees entitled to military leave shall give the City Administrator, and/or the City Administrator's authorized representative, an opportunity, within the limits of military regulations, to determine when such leave shall be taken.

19 JURY DUTY

While serving on jury duty, employees will still be paid by the CITY on the basis of a 40-hour week, at their normal rate of pay, on condition that any compensation (in excess of mileage expenses) received from the court be turned over to the CITY.

20 VACATION LEAVE

Employees shall accrue vacation at the following rate:

0-1 years	3.69 hrs per pay period
1-5 years	4.62 hrs per pay period
5-10 years	5.23 hrs per pay period
10-15 years	6.15 hrs per pay period
15-20 years	7.69 hrs per pay period
20+ years	9.23 hrs per pay period

21 FAMILY ILLNESS LEAVE

Family illness leave, family leave and extended medical leave benefits are outlined in the Employee Manual.

22 BEREAVEMENT LEAVE

Up to five days of paid bereavement leave will be provided to eligible employees as outlined in the Employee Manual.

23 LAYOFF POLICY

Purpose:
It is recognized by the UNIT that when, due to fiscal, operational or organizational reasons, it is necessary to reduce CITY employment, such action and its implementation, except as qualified herein, shall be at the sole discretion of the CITY. When it is deemed necessary to reduce CITY employment by layoff of employees, the layoff procedure shall protect the right of the CITY to retain the most qualified employees, while also recognizing the relative seniority of affected employees. The following layoff policy is adopted to accomplish this purpose:

A The CITY shall have the sole right to determine which class or classes shall be subject to layoff.

B The order of layoff of employees within a class, or classes, subject to layoff shall be:

1 Provisional or temporary employees

2 Part-time employees

3 Probationary employees

4 Full-time, regular employees

Within each of the first three categories, the order of layoff shall be at the discretion of the appointing authority. Order of layoff of regular, full-time employees shall be according to the following procedure established in this Section.

In the case of layoffs for full-time, regular employees, the following factors shall be considered in the following order:

1 Knowledge, training, ability, skill, adaptability, attitude and efficiency.

2 Physical fitness required for the job.

3 Seniority.

C Seniority Determination:
Seniority will be established by department and within a class. Among employees with equal seniority, the order of layoff shall be determined by the appointing authority.

Procedure:
Each department is considered separately when layoff occurs. Employees shall first exhaust demotion rights within a department and class in which the employee had prior regular status provided the demotee has higher seniority than an employee working in that classification. Employees demoting to a lower classification in which they held prior full-time, regular status shall be subject to Factors 1 and 2 in Section 24.B above.

D Re-employment:
Employees laid off, or demoted in lieu of layoff, shall have a priority right of return to their prior class. This right shall remain effective for one year from the date of demotion or separation from the service.

24 PAST PRACTICES

Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice, or tradition, or accumulation, or vesting of any employee rights or privileges other than those expressly stated herein.

The CITY and UNIT agree that only those past practices, standards, obligations and/or other commitments of the CITY to its employees which are expressly stated herein shall be in full force and effect during the term of this MOU.

25 GRIEVANCE/DISCIPLINE PROCEDURES

The CITY has revised and updated the Grievance and Discipline Procedures with review and input from this UNIT.

26 SOLE AGREEMENT

A The policies which are collected in this MOU constitute the entirety of the policies which are subject to the meet and confer obligation as agreed to by the parties. To the extent that any other agreement should be in conflict with these policies, these policies shall prevail.

B If, during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the MOU in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representatives of the CITY and the UNIT. Any such changes, validly made, shall become a part of this MOU and subject to its terms.

C The waiver of any breach or condition of this MOU, by either party, shall not constitute a precedent in the future enforcement of all terms and conditions herein.

27 SAVINGS CLAUSE

In the event that any of the policies contained in this MOU should be declared by a court of competent jurisdiction to be unenforceable or illegal, that policy, or set of policies, shall be declared void.

However, this action shall in no way invalidate the remaining policies contained in this MOU.

Should a policy within the MOU become void as outlined above, either the CITY or the UNIT may institute the meet and confer process in regard to instituting a substitute item.

28 TERM OF THE MEMORANDUM OF UNDERSTANDING

This MOU shall remain in effect for the period of July 1, 2015 through and including June 30, 2016 or until a successor agreement is rendered, unless a specific provision provides for a different commencement and/or termination date.

Dated this _____ day of _____, 2015.

29 AUTHORIZED SIGNATURES

CITY OF SUSANVILLE

Brian R. Wilson, Mayor

Jared G. Hancock, City Administrator

ATTEST:

Gwenna MacDonald, City Clerk

APPROVED AS TO FORM:

Jessica Ryan, City Attorney

OPERATING ENGINEERS LOCAL NO. 3, MISCELLANEOUS UNIT

Russ Burns, Business Manager

Dan Reding, President

Jim Sullivan, Rec/Corr Secretary

Art Frolli, Business Representative

Rick Davis, Director of Public Employees

Arlene Zelano, Employee Representative

EXHIBIT A
MISCELLANEOUS UNIT
Position Schedule/Salary Ranges
July 1, 2015 through June 30, 2016

POSITION	RANGE
Account Technician Administrative Staff Assistant	124
Community Services Officer	132
Administrative Specialist	134
Administrative Assistant Accounting Technician I	138
Accounting Technician II	142

CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX
2015-2016 MISCELLANEOUS MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
101	614.00	644.70	676.94	710.79	746.33	783.65	822.82
102	629.35	660.83	693.87	728.56	765.00	803.23	842.18
103	644.70	676.94	710.79	746.33	783.65	822.82	863.97
104	660.83	693.87	728.56	765.00	803.23	842.18	885.56
105	676.94	710.79	746.33	783.65	822.82	863.97	907.15
106	693.87	728.56	765.00	803.23	842.18	885.56	929.84
107	710.79	746.33	783.65	822.82	863.97	907.15	952.51
108	728.56	765.00	803.23	842.18	885.56	929.84	976.32
109	746.33	783.65	822.82	863.97	907.15	952.51	1,000.13
110	765.00	803.23	842.18	885.56	929.84	976.32	1,025.13
111	783.65	822.82	863.97	907.15	952.51	1,000.13	1,050.13
112	803.23	842.18	885.56	929.84	976.32	1,025.13	1,076.39
113	822.82	863.97	907.15	952.51	1,000.13	1,050.13	1,102.64
114	843.39	885.56	929.84	976.32	1,025.13	1,076.39	1,130.22
115	863.97	907.15	952.51	1,000.13	1,050.13	1,102.64	1,157.80
116	885.56	929.84	976.32	1,025.13	1,076.39	1,130.22	1,186.75
117	907.15	952.51	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69
118	929.84	976.32	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08
119	952.51	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48
120	976.32	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39
121	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30
122	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80
123	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30
124	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49
125	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67
126	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62
127	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55
128	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35
129	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13
130	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87
131	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59
132	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36
133	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13
134	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04
135	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94
136	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09
137	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23
138	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74
139	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25
140	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23
141	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21
142	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80
143	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38
144	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69
145	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99
146	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17
147	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34
148	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52
149	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71
150	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04
151	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38
152	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05
153	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70
154	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85
155	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99
156	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79
157	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59
158	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23
159	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87
160	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54
161	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22
162	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13
163	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02
164	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39
165	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74
166	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75
167	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77
168	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69
169	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60
170	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66
171	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72
172	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19
173	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66
174	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81
175	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94
176	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04
177	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14
178	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50
179	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85
180	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77
181	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69
182	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50
183	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32
184	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39
185	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45
186	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10
187	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76
188	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40
189	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04
190	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07
191	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10
192	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93
193	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75
194	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82
195	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89
196	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66
197	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89	8,558.43
198	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66	8,772.40
199	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89	8,558.43	8,986.35
200	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66	8,772.40	9,211.02

RESOLUTION NO. 15-5211
A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUSANVILLE APPROVING AND AUTHORIZING MAYOR TO EXECUTE MEMORANDUM OF UNDERSTANDING WITH THE MISCELLANEOUS BARGAINING UNIT FOR FISCAL YEAR 2015/2016

WHEREAS, the City of Susanville and representatives from the Miscellaneous bargaining unit have negotiated a labor agreement according to the requirements of the Meyers-Milias-Brown Act; and

WHEREAS, the Bargaining Unit has ratified the respective agreement; and

WHEREAS, the agreement has been negotiated within the parameters established by City Council.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Susanville that the Memorandum of Understanding with the Miscellaneous bargaining unit for the period of July 1, 2015 through June 30, 2016 is hereby approved.

APPROVED: _____
Brian R. Wilson, Mayor

ATTEST: _____
Gwenna MacDonald, City Clerk

The foregoing Resolution No. 15-5211 was adopted at a regular meeting of the City Council of the City of Susanville, held on the 7th day of October, 2015 by the following vote:

AYES:	Callegari, Garnier, McBride and Wilson
NOES:	None
ABSENT:	De Boer
ABSTAINING:	None

_____
Gwenna MacDonald, City Clerk

APPROVED AS TO FORM: _____
Jessica Ryan, City Attorney