

RESOLUTION NO. 28-2015

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RED BLUFF  
AMENDING CERTAIN SALARIES AND BENEFITS BETWEEN THE CITY OF RED  
BLUFF AND THE RED BLUFF POLICE  
MID MANAGERS ASSOCIATION  
December 15, 2015 – JUNE 30, 2017**

**WHEREAS**, representatives of the City have met and conferred in good faith with representatives of the Red Bluff Police Mid-Managers Association concerning certain salaries and benefits; and

**WHEREAS**, the Red Bluff Police Mid Managers Association (“Association”) and the City Council have agreed to certain salary and benefit changes

**NOW, THEREFORE, BE IT RESOLVED THAT Resolution 32-2012 is repealed** in its entirety and replaced with this Resolution. In addition, all other agreements and side letters between the City and the Association are repealed and replaced with the provisions set forth herein.

**BE IT FURTHER RESOLVED** that the City Council hereby adopts the following salary and benefits for the Red Bluff Police Mid Managers Association, and authorizes the Mayor to execute all necessary documents to implement said changes.

TERM

- 1.5 Year Contract Term (December 15, 2015 – June 30, 2017)

SALARY

- 1.5% salary increase effective with the next full pay period.
- 1.5% salary increase effective first full pay period after 7-1-2016.

EDUCATION INCENTIVE

- Section 10.09.00 (Educational Incentive Pay) of the City of Red Bluff Police Unit Memorandum of Understanding December 1, 2015 to December 31, 2016 (“POA MOU”), is incorporated herein by reference as though fully set forth herein.

LONGEVITY INCENTIVE

- Employees shall be eligible for Longevity Incentive increases of 5% of salary at 5 years of continuous service with the City; 5% at 10 years of continuous service with the City; and 5% at 20 years of continuous service with the City.

LIFE INSURANCE

- Employees are eligible to receive City provided life insurance in the amount of \$50,000.

DEFERRED COMPENSATION

- The City will provide a cash match up to a maximum of \$75 per pay period of an employee’s deferred compensation contribution into a City sponsored plan.

***The City of Red Bluff is an Equal Opportunity Provider***

### HEALTH INSURANCE

- The employees shall receive health insurance benefits to the same extent and in the same amounts as set forth in the POA MOU, § 14.00.00 - § 14.07.00, said sections are incorporated by reference as if fully set forth herein.

### HOLIDAYS

- Sections 13.00.00 – 13.02.00 of the POA MOU are incorporated by reference as if fully set forth herein.

### COMPOSITE LEAVE/SICK LEAVE/VACATION LEAVE

- Section 7. MANAGEMENT LEAVES of Resolution 26-2015 is incorporated by reference as if fully set forth herein. Association Employees shall be considered to be Management Group B employees for purposes of interpreting and applying the incorporated portions of Resolution 26-2015.

### GRANT FUNDED OVERTIME

- If the employees are eligible to receive overtime compensation while working on a grant funded project on a cost neutral basis to the City, then this overtime shall be allowed to be earned by the employees, regardless of their exempt status, on a pass-thru basis. In no case shall an employee lose his/her exempt status or be allowed to receive overtime in which there is a financial impact on the City.

### PERS PAYMENT

- Each employee shall pay the employee's PERS member contribution on a pre-tax basis through a mandatory payroll deduction.

### RETIREMENT PLAN

- Section 19.00.00 (RETIREMENT PLAN) of the POA MOU are incorporated herein by reference as if fully set forth herein.

### ADMINISTRATIVE LEAVE

- Upon the commencement of each fiscal year, employees shall be credited with 5 days (40 hours) of administrative leave which must be used prior to the end of the fiscal year. Employees may not accrue more than 5 days (40 hours) of Administrative Leave. Administrative Leave has no cash value and no employee is entitled to payment of any unused/accumulated Administrative Leave upon separation from City employment.

### UNIFORM ALLOWANCE

- Section 25.00.00 (UNIFORM ALLOWANCE) of the POA MOU is incorporated herein by reference.

PASSED, APPROVED AND ADOPTED at a regular meeting of the City Council of the City of Red Bluff on December 15, 2015 by the following vote:

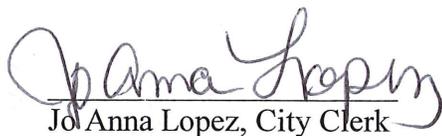
AYES: Councilmembers: jones, Parker, Patel and Schmid

NOES: Councilmembers: Jackson

ABSENT OR NOT VOTING: Councilmembers: None

  
Clay Parker, Mayor

ATTEST:

  
Jo Anna Lopez, City Clerk

Agreed to and ratified by the Red Bluff Police Mid Managers Association

Date: 12-15-15

  
Quintan Ortega, Association President