

RESOLUTION NO. 17-2017

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RED BLUFF
CONFIRMING AGREEMENTS BETWEEN THE CITY OF RED BLUFF AND THE
RED BLUFF POLICE MID-MANAGERS ASSOCIATION REGARDING SALARIES,
BENEFITS AND OTHER TERMS OF EMPLOYMENT**

July 1, 2017 – June 30, 2020

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, benefits and other terms of employment; and

WHEREAS, the Red Bluff Police Mid Managers Association (“Association”) and the City have tentatively agreed to certain salary, benefits and terms of employment as set forth herein ;

NOW, THEREFORE, BE IT RESOLVED THAT Resolution No. 2-2016 is repealed in its entirety and replaced with this Resolution. In addition, all other agreements and side letters between the City and the Association are repealed and replaced with the provisions set forth herein.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, benefits and other terms of employment for the Red Bluff Police Mid Managers Association, and authorizes the Mayor to execute all necessary documents to implement said terms.

1. TERM

- 3 Year Agreement Term (July 1, 2017 – June 30, 2020)

2. SALARY

- 2% salary increase effective with the next full pay period after adoption of this Resolution.
- 2% salary increase effective first full pay period after 7-1-2018
- 2% salary effective the first full pay period after 7-1-2019

3. EDUCATION INCENTIVE

- Section 10.09.00 (Educational Incentive Pay) of the City of Red Bluff Police Unit (POA) Memorandum of Understanding for the period January 1, 2017 to December 31, 2019 (“POA MOU”), is incorporated herein by reference as though fully set forth herein.

4. POST CERTIFICATE INCENTIVE

- A 2.5% POST Supervisor Certificate pay incentive and a 2.5% POST Management Certificate pay incentive shall apply to qualifying sworn employees.

5. 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. At the discretion of the Police Chief and the City Manager, these longevity enhancements may be provided to employees with commensurate experience at another law enforcement agency.

6. LIFE INSURANCE

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

7. 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.

8. 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 (for period ending 12-31-2019), § 14.00.00 - § 14.07.00, said sections are incorporated by reference except as otherwise set forth herein. The POA MOU includes the transfer of the POA unit from PORAC-PERS Medical, to medical coverage provided by the Northern California General Teamsters Security FUND (NCGTSF), effective January 1, 2019.
- The RBPMMA may elect to follow the POA and convert to the NCGTSF medical plan or may elect to remain in the PORAC-PERS medical plan. The RBPMMA is aware that it has a limited time to withdraw from PERS medical following release of the PERS medical plan rates for 2019 (normally released mid-calendar year). The RBPMMA is also aware that if the unit elects to leave PORAC PERS, they cannot return to a PERS medical program for a period of 5 years. If the RBPMMA unit elects to change to the NCGTSF medical plan, the RBPMMA is responsible for meeting all time requirements, and providing any information, documentation, etc. related to said transfer.

9. HOLIDAYS

- Paragraph 6 (Management Group Holidays) of Resolution No. 13-2017 is incorporated by reference as if fully set forth herein. All employees will receive 8 hours of vacation accrual for each full-day holiday and 4 hours of vacation accrual for each half-day holiday.

10. COMPOSITE LEAVE/SICK LEAVE/VACATION LEAVE

- Section 7. MANAGEMENT LEAVES of Resolution No. 13-2017 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 No. 13-2017.

11. 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.

12. PERS PAYMENT

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

13. RETIREMENT PLAN

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

14. 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.

15. 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 ____, 2017 by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT OR NOT VOTING: Councilmembers:

Daniele Eyestone, Mayor

ATTEST:

, City Clerk

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

Date:

Quintan Ortega, Association President