

**CITY OF FAIRFIELD**

**RESOLUTION NO. 2017 - 198**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIRFIELD AMENDING THE TERMS AND CONDITIONS OF THE MEMORANDUM OF UNDERSTANDING (MOU) FOR THE FAIRFIELD EMPLOYEES ASSOCIATION, AND AMENDING THE TERMS AND CONDITIONS OF EMPLOYMENT FOR THE CONFIDENTIAL NON-MANAGEMENT GROUP**

**WHEREAS**, the City Council of the City of Fairfield enacted the Employer-Employee Relations Resolution No. 2001-185, pursuant to the Meyers-Milias-Brown Act (MMBA), California Government Code Section 3500, et. Seq, and representatives of the City Manager have met and conferred in good faith with representatives of the Fairfield Employees Association, the recognized employee organization for certain employees; and

**WHEREAS**, the Fairfield Employees Association has ratified the tentative agreement made by both parties; and

**WHEREAS**, the Confidential Non-Management Group is the employee group for the Non-Management Confidential Employees; and

**WHEREAS**, the Confidential Non-Management Group historically tracks with the members of the Fairfield Employees Association.

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF FAIRFIELD HEREBY RESOLVES:**

Section 1. That it approves the tentative agreement as outlined in Exhibit A for the Fairfield Employees Association.

Section 2. That it approves the new terms and conditions as outlined in Exhibit B for the Confidential Non-Management Group.

Section 3. The city manager is authorized and directed to do all things necessary to implement this resolution.

**PASSED AND ADOPTED** this 15<sup>th</sup> day of August, 2017, by the following vote:

AYES: COUNCILMEMBERS: Price/Timm/Bertani/Moy/Vaccaro

NONE

NOES: COUNCILMEMBERS: \_\_\_\_\_

ABSENT: COUNCILMEMBERS: Bertani

NONE

ABSTAIN: COUNCILMEMBERS: \_\_\_\_\_

Harry F. Price  
MAYOR

ATTEST:

[Signature]  
CITY CLERK

**CITY OF FAIRFIELD**  
**TENTATIVE AGREEMENT WITH FAIRFIELD EMPLOYEES ASSOCIATION**  
**JULY 28, 2017**

1. TERM

4 years: July 1, 2017 – June 30, 2021

2. SALARY

Effective the first full pay period after City Council approval, a 4 percent salary increase will be provided to each Association member. An additional 4 percent salary increase will be provided in the first full pay period in July of 2018, 2019 and 2020.

3. EMPLOYEE PERS PICK UP

Effective the first full pay period after Council approval, employees will pick up .75% of PERS cost. Effective the first full pay period of July 2018, employees will pick up an additional .75% of PERS cost (for a total of 1.5% over two years).

4. HEALTH INSURANCE

Effective in the first full pay period after City Council approval, the City contribution for the 2017 plan year will be based on a 95%/5% split of the increase in premium for the Kaiser \$35 copay plan and the Cigna Dental HMO plan. This 95%/5% sharing between the City and the employee for increases in premium to medical and dental will continue to be based on this methodology for the 2018, 2019 and 2020 plan years.

5. UNIFORM ALLOWANCE

Add a \$325 annual uniform allowance for the classification of Administrative Technician allocated in the Fire Department.

6. OTHER TENTATIVE AGREEMENTS ALREADY REACHED:

A. Article 22: Miscellaneous Items

City will notify FEA no less than two working days in advance of new employee orientation and an FEA representative will be given 15 minutes to meet with the new hires.

B. Article 7: Leave. Section G. Union Business

Language clean up – adds Union President; waives city fees for membership meetings

C. All Articles of the MOU

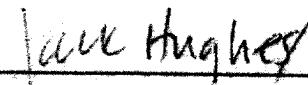
Remove the inactive classification title "Municipal Employee Relations Officer" throughout MOU and replace with "Director of Human Resources or designee".

For SEIU:

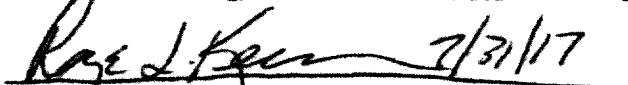
For City of Fairfield:

  
Andrea Zanetti

7/31/17  
Date

  
Jack Hughes

7/28/17  
Date

  
Roger L. Keener

**2017 CONFIDENTIAL NON-MANAGEMENT GROUP**

The following amends the terms and conditions of employment for the Confidential Non-Management Group:

- Term:** 4 years (through June 30, 2021)
- Wage Increases:** 4% effective the first full pay period after City Council approval of the resolution.
- 4% effective the first full pay period in July 2018.
- 4% effective the first full pay period in July 2019.
- 4% effective the first full pay period in July 2020.
- PERS:** Employees to pay an additional .75% towards their CalPERS pension effective the first full pay period after City Council approval of the resolution.
- Effective the first full pay period of July 2018, employees with pick up an additional .75% of their CalPERS pension (for a total of 1.5% over two years).
- At the end of the contract the total employee contribution will be 10.5% which is the entirety of their required contribution to CalPERS.
- Medical:** Effective the first full pay period after City Council approval, the City contribution for the 2017 plan year will be based on a 95%/5% split of the increase in premium for the Kaiser \$35 copay plan.
- Dental:** Effective the first full pay period after City Council approval, the City contribution for the 2017 plan year will be based on a 95%/5% split of the increase in premium for the Cigna Dental HMO plan.