

RESOLUTION No. 801

Adopted by The Sacramento City Council on date of
July 1, 1971

WHEREAS this Council, pursuant to California Government Code Sections 3500 et seq., enacted an employer-employee relations policy with its adoption of Resolution 153 dated April 30, 1970, as amended by Resolution 284 dated July 7, 1970, and

WHEREAS under the terms of that policy, the representatives of the City Manager have met and conferred in good faith with representatives of the Auto Marine and Specialty Painters' Union No. 1176, A.F.L.-C.I.O., the recognized employee organization for employees in the Traffic Engineering Unit, as designated in the said Resolutions, and

WHEREAS these parties have reached agreement on matters relating to the employment conditions of these said employees, as reflected by the written Memorandum of Understanding signed by them on June 29, 1971, which Memorandum is attached hereto and made a part hereof, and

WHEREAS this Council finds that the provisions and agreements contained in this Memorandum are fair and proper and in best interests of the City,

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopts the terms and conditions contained in the said Memorandum of Understanding.

Richard H. Monnett
MAYOR

ATTEST:

Thomas W. Selham
CITY CLERK

MEMORANDUM
OF
UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is made and entered in between the EMPLOYEE RELATIONS OFFICER of the CITY OF SACRAMENTO, hereinafter referred to as "City", and the AUTO, MARINE & SPECIALTY PAINTERS' UNION NO. 1176, A.F.L.-C.I.O., hereinafter referred to as "Local 1176", pursuant to California Government Code Sections 3500 et seq. and City's Resolution No. 153.

The parties have met and conferred in good faith regarding employment conditions and employer-employee relations of the employees in the Traffic Engineering Unit as designated in the City's aforesaid Resolution; and, having reached agreement as hereinafter set forth, shall submit this Memorandum to the City Council with the joint recommendation that that body resolve to adopt its terms and conditions and take such other and additional action as may be necessary to implement its provisions.

The parties agree as follows:

1. Salaries

Effective July 1, 1971, the City shall adopt a Salary Ordinance that shall provide salary ranges for the classes in the Traffic Engineering Unit as follows:

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Traffic Control Maintenance Man I	638	670	704	739	776
Traffic Control Maintenance Man II	664	697	732	769	807
Traffic Control Maintenance Man III	703	738	775	814	855

2. Medical and Dental Insurance Benefits

a. The City shall continue to pay the cost of employee benefits (as distinguished from benefits for the employee's dependents) under the existing "Cal-Western" and Kaiser Foundation medical plans,

including an increase in such cost for the Kaiser plan effective July 1, 1971.

b. The City shall contract with "Cal-Western" for a dental insurance plan offering the following coverage for the employee and his or her dependents: Reimbursement of charges for dental service, including replacement cost for bridges and dentures commencing six (6) months after effective date of coverage, and excluding orthodontics, such reimbursement to be limited and subject to a \$25.00 annual deductible per covered member, and reimbursement of charges thereafter to be limited to one thousand dollars (\$1,000.00) per year per covered member and in accordance with the carrier's schedule of maximum allowable charges for the type of dental service rendered.

The monthly premiums for the said dental insurance plan shall be:

Employee		\$ 3.93
Dependents		
Spouse	\$3.93	
Children	3.38	
		<u>7.31</u>
TOTAL		\$11.24

The City shall pay the full premium of \$3.93 for the employee's coverage, and shall in addition pay one-half (1/2) the cost of the premium for the employee's qualified covered dependents, i.e. up to \$3.66 for family dependent's coverage.

Dental coverage hereunder for the employee only shall go into effect on July 1, 1971, and for the employee's qualified dependents on or about September 1, 1971, after a sixty (60) day open enrollment period during which each employee shall elect whether to enroll for such dependency coverage.

In the event less than eighty-five (85) percent of all the City's employees' qualified dependents are enrolled for this dental insurance plan the insurance carrier reserves the right to

forthwith cancel its offer as herein provided, and thereupon to terminate all further dental coverage for employees and dependents. In such event the City shall no longer have any obligation or liability under this subparagraph b., except that in such event and at such time the City shall be prepared to further meet and confer with the Association regarding alternative medical or dental insurance benefits of equal cost for the balance then remaining of the term of this Memorandum.

3. On-Call Pay

An employee who is required to remain within call for emergency work shall be paid thirty dollars (\$30.00) per week in addition to his regular compensation.

When the City wishes an additional employee to be available as "back-up" for the man assigned to be on such "on-call" status, such as for the placement and removal of traffic control barriers on weekends, such shall be treated as voluntary duty, and shall be offered in the order of preference specified in the "on-call" list. To the extent possible, Department management shall schedule such weekend "back-up" duty on the preceding Friday.

4. Wearing of Uniforms

Employees shall at all times wear the uniforms provided them by the City while on duty; except however, that if in the course and scope of job performance a uniform item becomes so unusually soiled or dirty as to make its wearing clearly objectionable, and the employee has no other such uniform item available to him, Department management shall excuse the employee from wearing the complete uniform on such occasion.

5. Incorporation of Prior Memorandum

This Memorandum incorporates by reference such provisions of the Memorandum of Understanding dated September 28, 1970, as are not inconsistent herewith.

6. Safe-Driving Program

The City agrees to establish, in consultation with Local 1176, a safe-driving program similar to one now in effect in the Street Maintenance Division.


7. Term

This Memorandum of Understanding shall be submitted to the City Council for its adoption at its regular meeting on July 1, 1971, and upon its adoption shall become and remain effective up to and including June 30, 1972.

DATE: June 29, 1971

AUTO, MARINE & SPECIALTY PAINTERS'
UNION NO. 1176, A.F.L.-C.I.O.:

By



LESLIE K. MOORE
Business Representative

EMPLOYEE RELATIONS OFFICER OF THE
CITY OF SACRAMENTO:



JOHN LIEBERT