

RESOLUTION NO. 2987-2006

RESOLUTION OF THE FORT BRAGG CITY COUNCIL IMPLEMENTING TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES REPRESENTED BY THE FORT BRAGG EMPLOYEE ORGANIZATION AND CERTAIN OTHER EMPLOYEE CLASSIFICATIONS FOR THE PERIOD JULY 1, 2006 THROUGH JUNE 30, 2007

WHEREAS, the City and Fort Bragg Employee Organization (FBEO) met on seven (7) separate occasions for the purpose of discussing and negotiating a new multi-year Memorandum of Understanding (MOU); and

WHEREAS, the sessions began on March 23, 2006; and

WHEREAS, one of the issues that was discussed during negotiations was to add the classifications of Engineering Technician and Water Project Manager to the bargaining unit represented by FBEO; and

WHEREAS, the parties negotiated in good faith but were unable to reach agreement on a successor MOU; and

WHEREAS, on June 8, 2006 FBEO rejected the City's last, best and final offer for a three-year MOU that the City had proposed to FBEO on May 30, 2006; and

WHEREAS, the parties utilized and exhausted the impasse procedures set forth in Resolution No. 1868-91; and

WHEREAS, the Council considered the issues in dispute in closed session on June 12, 2006, including FBEO's rejection of the City's last, best and final offer and exhaustion of the applicable impasse procedures; and

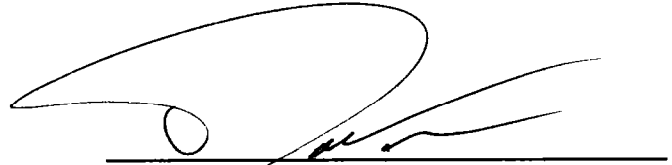
WHEREAS, the Council took action in closed session on June 12, 2006 by deciding to implement terms and conditions of employment for 12 months for employees represented by FBEO as well as for the classifications of Engineering Technician and Water Project Manager as set forth in Attachment A, and directed staff to bring back for the June 26, 2006 City Council meeting a ratifying resolution reflecting this decision; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby implement terms and conditions of employment for employees represented by the Fort Bragg Employee Organization and certain other employee classifications for the period of July 1, 2006 through June 30, 2007 as set forth in Attachment A.

The above and foregoing Resolution was introduced by Councilmember Gjerde, seconded by Councilmember Melo, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 26th day of June, 2006, by the following vote:

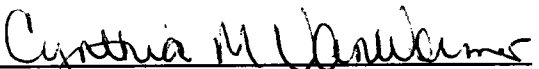
AYES: Councilmembers Gjerde, Hammerstrom, Melo, and Mayor Turner.
NOES: Councilmember Baltierra.
ABSENT: None.

ABSTAIN: None.

A handwritten signature in black ink, appearing to read 'Dave Turner', written over a solid horizontal line.

**DAVE TURNER,
Mayor**

ATTEST:


Cynthia M. VanWormer, CMC
City Clerk

**TERMS AND CONDITIONS
OF EMPLOYMENT
JULY 1, 2006 THROUGH JUNE 30, 2007**

1	<p><u>Affected Classifications</u></p> <p>Administrative Secretary (Non-Confidential) Assistant Chief Treatment Plant Operator Engineering Technician Facilities Maintenance Worker Finance Technician I Finance Technician II Finance Technician III Government Accountant I Government Accountant II Maintenance Worker I Maintenance Worker II Maintenance Worker III Maintenance Worker IV Mechanic Office Clerk Planner I Planner II Treatment Plant Operator-in-Training Treatment Plant Operator I Treatment Plant Operator II Water Project Manager Water Quality Technician</p>																																												
2	<p><u>Article VII Cost of Living Adjustments</u></p> <p>6% COLA effective July 1, 2006</p>																																												
3	<p><u>Article XVII Health Insurance, Dental Insurance, etc.</u></p> <p>City will contribute towards payment of medical/dental premiums as below:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Traditional Blue Cross Plan \$250/\$20/100 plus Dental</th> <th style="text-align: center;">Employee Only</th> <th style="text-align: center;">Employee + 1</th> <th style="text-align: center;">Employee + Family</th> </tr> </thead> <tbody> <tr> <td colspan="4">City Pays</td> </tr> <tr> <td>Flex Benefits Dollars</td> <td style="text-align: center;">250</td> <td style="text-align: center;">250</td> <td style="text-align: center;">250</td> </tr> <tr> <td>Health Premium Contribution</td> <td style="text-align: center;">250</td> <td style="text-align: center;">450</td> <td style="text-align: center;">650</td> </tr> <tr> <td style="text-align: right;">TOTAL CITY CONTRIBUTIONS</td> <td style="text-align: center;">500</td> <td style="text-align: center;">700</td> <td style="text-align: center;">900</td> </tr> </tbody> </table> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Blue Cross HDHP with Health Savings Account plus Dental</th> <th style="text-align: center;">Employee Only</th> <th style="text-align: center;">Employee + 1</th> <th style="text-align: center;">Employee + Family</th> </tr> </thead> <tbody> <tr> <td colspan="4">City Pays</td> </tr> <tr> <td>Contribution to HSA</td> <td style="text-align: center;">100</td> <td style="text-align: center;">200</td> <td style="text-align: center;">200</td> </tr> <tr> <td>Flex Benefits Dollars</td> <td style="text-align: center;">250</td> <td style="text-align: center;">250</td> <td style="text-align: center;">250</td> </tr> <tr> <td>Health Premium Contribution</td> <td style="text-align: center;">150</td> <td style="text-align: center;">250</td> <td style="text-align: center;">450</td> </tr> <tr> <td style="text-align: right;">TOTAL CITY CONTRIBUTIONS</td> <td style="text-align: center;">500</td> <td style="text-align: center;">700</td> <td style="text-align: center;">900</td> </tr> </tbody> </table> <p><i>Employees electing to opt out of medical coverage (with proof of other medical coverage) will continue to receive the Flex Benefits Dollars, but will not receive the Health Premium Contribution</i></p>	Traditional Blue Cross Plan \$250/\$20/100 plus Dental	Employee Only	Employee + 1	Employee + Family	City Pays				Flex Benefits Dollars	250	250	250	Health Premium Contribution	250	450	650	TOTAL CITY CONTRIBUTIONS	500	700	900	Blue Cross HDHP with Health Savings Account plus Dental	Employee Only	Employee + 1	Employee + Family	City Pays				Contribution to HSA	100	200	200	Flex Benefits Dollars	250	250	250	Health Premium Contribution	150	250	450	TOTAL CITY CONTRIBUTIONS	500	700	900
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4	<p><u>Other Terms and Conditions</u></p> <p>All other terms and conditions of employment currently in place remain in effect.</p>																																												