

RESOLUTION NO. 2019-021

RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, APPROVING A THREE YEAR MEMORANDUM OF UNDERSTANDING WITH THE CALISTOGA PUBLIC EMPLOYEES' ASSOCIATION, AUTHORIZING THE CITY MANAGER TO EXECUTE THE MEMORANDUM OF UNDERSTANDING AND APPROVING BUDGET ADJUSTMENTS TO THE FISCAL YEAR 2018-19 OPERATING BUDGET FOR AN AMOUNT NOT TO EXCEED \$21,941 FROM THE UNAPPROPRIATED GENERAL FUND RESERVES AND \$43,793 FROM THE ENTERPRISE FUND RESERVES TO VARIOUS DEPARTMENT BUDGETS

WHEREAS, pursuant to provisions of the California State Government Code certain employees in specific positions of the City of Calistoga have organized themselves into a bargaining unit; and

WHEREAS, the employees in specified positions are recognized as the Calistoga Public Employees' Association (CPEA); and

WHEREAS, the City of Calistoga has negotiated with the CPEA in the past to establish a Memorandum of Understanding agreement (MOU) to outline benefits and compensation for positions that are part of CPEA; and

WHEREAS, the existing MOU executed between the City of Calistoga and the CPEA expired on December 31, 2018; and

WHEREAS, the City of Calistoga and representatives of the CPEA have negotiated in good faith for a new MOU as set forth in the attached MOU; and

WHEREAS, the City Council and representatives of the CPEA have agreed in principle to the terms of the new MOU and signed tentative agreements on March 13, 2019 to this effect.

WHEREAS, the City Council of the City of Calistoga hereby adopts and modifies the CPEA employee salary and labor benefits and directs the City Manager to administer these changes as follows:

1. Compensation:

CPEA employees (unless employee is Y-rated):

- Effective January 1, 2019, salary adjustment of 4%
- Effective January 1, 2020, salary adjustment of 3%
- Effective January 1, 2021, salary adjustment of 3%

Y-Rated CPEA Employees

- Effective January 1, 2019, one-time bonus of 4% of their base annual salary. Is reportable to CalPERS for Classic Members only.

The following classifications are Y-Rated:

1. Accounting Assistant
2. Administrative Assistant
3. Administrative Services Technician
4. Assistant Engineer
5. Associate Civil Engineer

6. Building Inspector
7. Maintenance Technician I/II
8. Permit Technician
9. Senior Accounting Assistant
10. Senior Maintenance Technician
11. Senior Plant Operator

- Effective January 1, 2020, salary adjustment of 3%
- Effective January 1, 2021, salary adjustment of 3%

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Calistoga hereby approves the Memorandum of Understanding between the City of Calistoga and Calistoga Public Employees' Association, for a period from January 1, 2019 through December 31, 2021 shown as Exhibit A to this resolution and authorizes the City Manager to execute the Memorandum of Understanding agreement; and

NOW THEREFORE, BE IT FURTHER RESOLVED that the City Council of the City of Calistoga hereby approves budget adjustments to the Fiscal Year 2018-19 Operating Budget for an amount not to exceed \$21,941 from the unappropriated General Fund reserves and \$43,793 from the Enterprise Fund reserves to various department budgets as set forth as Exhibit B to this resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Calistoga at a regular meeting held this **2nd day of April, 2019**, by the following vote:

AYES: Councilmembers Kraus, Lopez-Ortega, Williams, Vice Mayor Dunsford and Mayor Canning
NOES: None
ABSTAIN: None
ABSENT: None


CHRIS CANNING, Mayor

ATTEST:


IRENE CAMACHO-WERBY, City Clerk