

RESOLUTION NO. _____

**AMENDMENT NO. 4 TO RESOLUTION NO. 179-19
APPROVING MEMORANDUM OF UNDERSTANDING
FOR EMPLOYEES OF THE BLUE AND WHITE COLLAR
UNITS AND ADOPTING SALARY SCHEDULE AND
RELATED BENEFITS.**

WHEREAS, Resolution No. 179-19 sets salaries and related benefits for employees of the Blue and White Collar Units.

WHEREAS, the City and SEIU entered into a Memorandum of Understanding (Agreement 179-19) effective June 29, 2019 through December 31, 2022 (hereinafter "Agreement"); and

WHEREAS, the City and SEIU desire to amend this Agreement under the terms of Article 3 which provides a limited reopener; and

WHEREAS, in accordance with the Agreement, representatives of the City and SEIU have met and conferred in good faith and jointly propose the following changes to the current Agreement.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Bakersfield that effective immediately following Council action, a part of the Resolution No. 179-19 is hereby amended as follows:

Article 12, Grievance Procedure

Section 3. Review of the grievance procedure will commence February 15th, 2021. Given the complexity of the issue a separate process, inviting all bargaining units, will convene to review Municipal Code language, MOU language and propose recommended changes.

Article 24, Holidays

Section 6. Employees regularly assigned to a 10-hour work schedule will have the following options when required to supplement the 8 hours holiday pay: 1) use accrued vacation or CTO, 2) take time off without pay, or 3) with department approval work additional hours during the workweek. Effective upon ratification the following holidays will be paid at 10 hours – Thanksgiving Day; Day after Thanksgiving Day; Christmas Day; New Year's Day, and Independence Day. No supplemental will apply to floating holidays.

Article 27, Uniform / Boot Allowance

Section 3. Hats and Safety Jackets

A. Following ratification, and availability of product, all City employees including emergency responders covered by this bargaining agreement working within the right-of-way of a highway and engaged in any other types of operations who work within the right-of-way of a highway who are exposed either to traffic (vehicles using the highway for purposes of travel) or to construction equipment within the work area shall be provided one safety ANSI 3 compliant jacket per calendar year. Additional staff may be approved at the discretion of the department head and human resources.

B. Effective January 1, 2021, all City employees including Emergency responders covered by this bargaining agreement working who primarily work outdoors shall be provided three hats per calendar year.

The city shall provide no less than three types of hats. One being a full shade hat (i.e., Straw or equivalent with cloth lining), one baseball type hat, and one cloth wide brimmed hat (i.e., boonie style). The employee shall have the right to decide which hats they prefer to wear from the hats provided.

No hats other than those provided by the city shall be worn, other than by permission of the department head. (Examples: employees may be permitted to wear their teams NFL hat on Fridays during the playoffs, etc.)

Article 30, Compensatory Time

The City agrees to modify Article 30 as shown below:

The accumulation of compensatory time shall not exceed one hundred (100) hours. Any compensatory time in excess of one hundred (100) hours shall be automatically paid if management is unable to schedule the time off. The use of comp time shall be scheduled through mutual agreement between the employee and management. ~~Management may establish the time off for comp time in excess of forty (40) hours where mutual agreement cannot be reached.~~ Employees retain the right to cash payment for any comp time on the books, subject to budgetary restraints.

Article 43, Certification Pay

The parties agree to add and recognize the following certifications effective January 1, 2021.

Water Distribution II	\$500 per year
Water Treatment II	\$500 per year
Water Distribution III	\$750 per year
Water Treatment III	\$750 per year

**FOR THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 521**

**FOR THE CITY OF
BAKERSFIELD**

Jason Suchin

Chris Huot

Bernie Daverin

Christi Tenter

Courtney Camps

Randy McKeegan

Michelle Gonzales

Nick Fidler

Darwin Duncan

Darin Budak

Pete Rodriguez

William Avery

-----oOo-----

I HEREBY CERTIFY that the foregoing Resolution/Ordinance was passed and adopted, by the Council of the City of Bakersfield at a regular meeting thereof held on _____ by the following vote:

AYES:	COUNCILMEMBER RIVERA , GONZALES, WEIR, SMITH, FREEMAN, SULLIVAN, PARLIER
NOES:	COUNCILMEMBER _____
ABSTAIN:	COUNCILMEMBER _____
ABSENT:	COUNCILMEMBER _____

JULIE DRIMAKIS
CITY CLERK and EX OFFICIO CLERK of
the Council of the City of Bakersfield

APPROVED: _____

By _____
KAREN GOH
Mayor

APPROVED AS TO FORM:

By _____
VIRGINIA A. GENARO
CITY ATTORNEY of the City of Bakersfield