



City

Slicker

Bulletin

JULY 2, 1971

AGREEMENT REACHED

The following agreement was reached on July 2, 1971, between the Association and City management representatives. This agreement is the result of negotiations that have been occurring during the last three months.

This memorandum of understanding is entered into between the Representatives of the Council of the City of Santa Cruz and the Representatives of the Santa Cruz Civil Service Association pursuant to the Government Code of the State of California (Section 3500 et seq.) and the Resolutions of the City of Santa Cruz after meeting and conferring in good faith.

It is jointly recommended that the Resolutions of the City of Santa Cruz be amended to reflect the following changes:

1. The sum of \$40.00 to be added to each classification listed in the Pay Resolution represented by the Santa Cruz City Civil Service Association effective at midnight July 2, 1971.
2. One additional holiday with pay, either the day before Christmas or New Year's in 1971. In succeeding years the holiday will be a floating holiday designated by Council resolution.
3. Employees called back for work in emergency situations shall receive a minimum of two hours pay at straight time rates.
4. The sum of \$3.86 per employee to be added to the City's contribution toward the medical plan presently in effect for the employees represented by the Santa Cruz City Civil Service Association.
5. All permanent plant operators holding a current Grade IV certificate from the American Water Works Association or the California Water Pollution Control Association may receive one-half step above current rates. Permanent plant operators holding a current Grade III certificate may be eligible for one step above current rates upon recommendation of the department head. Permanent chief plant operators holding a current Grade III certificate may receive one-half step above current rates and if they hold a current Grade II certificate they may be eligible for one step above current rates upon recommendation of the department head. Plant Operator and Chief Plant Operator candidates who have the above required certificates may start one-half or one step above the entry rate upon recommendation of the department head.

It is also recommended that:

1. A joint committee of the employee organization members and Management employees meet to study the combination of health and life insurance into one policy with one carrier with the objective of reducing premium costs for dependent coverage.