

CITY OF SUTTER CREEK and SEIU 1021
MOU NEGOTIATIONS 2025

SETTLEMENT PACKAGE PROPOSAL #3
AND OVERALL TENTATIVE AGREEMENT
Presented July 1, 2025

This is a settlement package proposal. It includes items previously presented and discussed during negotiations. This settlement package proposal was initially presented on July 1, 2025. Pursuant to discussions between the Parties on June 30, 2025, SEIU's negotiation team indicated it had authority and would sign this package as an overall tentative agreement if Council authorized the City's negotiations team to enter into an overall tentative agreement on these terms. The City council gave direction authorizing it's team to agree at the Council meeting on June 30, 2025.

Included items:

- 1) Any items tentatively agreed prior to presentation of this settlement package proposal.
 - Bereavement leave update
 - Vehicle Take-home policy (City's #7 – Article 14) as presented, amended on 6/18
 - Holidays Policy Change (City's #8 – Article 24) as presented, amended on 6/18
 - City's response to SEIU proposal #10 Dues Check-off as presented by City on May 21, 2025
 - City's counter-proposal to SEIU Proposal 2, (BARGINING UNIT MODIFICATION) as presented on 6/18 (Amended Article 2 – RECOGNITION)
- 2) Term: 3 years ending June 30, 2028
- 3) City's proposal #3 (Workdays / Workweek / Hours of Work) – as presented on May 21, 2025 (Amended Article 11) with two-weeks advance notice of any schedule changes, and seasonal shift changes (April through October) in 11.4.
- 4) City's proposal #5 (overtime) – as amended and presented on 6/18 with the following change – When an employee is required to work on a holiday and is also required to work on a non-scheduled workday during the same workweek as that holiday, the time worked on the holiday shall be included in the calculation for overtime over 40 hours in that workweek. All other language remains as presented on 6/18 in City's proposal.
- 5) City's Comprehensive Economic proposal (Proposal #9) as presented on June 4, 2025 inclusive of and as amended herein:
 - A) Boots: Increase the amount provided to \$325 per year (for employees required).
 - B) Uniforms: Increase the amount provided to \$275 per year for pants, (for employees required). Each employee provided with five (5) shirts each year. If a shirt is destroyed and unusable (beyond normal wear and tear) as a consequence of work that shirt will be replaced.

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C) Increase the employer contribution to Health and Welfare by 5% in year 1 to \$2200/month for each employee (beginning the first full month following ratification or July 1, 2025 – whichever is later), in year 2 (July 1, 2026) to \$2300 and to \$2400 in year 3 (July 1, 2027).

D) Cost-of-Living Increases: Year 1 4.0% (effective upon ratification or July 1, 2025 – whichever is later); Year 2 3.0 %, (effective July 1, 2026); Year 3 CPI-U (minimum 2%, maximum 4%) (effective July 1, 2027) * increases in Year 1 and 2 are linked to (E)

E) Employee contribution to CalPERS retirement (classic only). Increase the employee contribution to retirement premiums by 1% beginning in year 1 (upon ratification or July 1, 2025 – whichever is later), and an additional 1% beginning in year 2 (effective July 1, 2026).

F) Market Rate Adjustment: City proposes to increase the pay rate for the Account Clerk classification by 3% (effective upon ratification or July 1, 2025 – whichever is later).

- 6) One-time incentive payment per employee of \$750.00 less applicable taxes to be paid in the paycheck that includes the first full pay period following ratification.

All other items not referenced herein are excluded.

AGREED: _____ (date)

FOR SEIU:

By: *CHRIS VES*

CJ

7/2/2025

Holly Buhel
7.2.2025

Steven C Stone
7.2.2025

FOR THE CITY:

By: **David G. Ritchie**

Digitally signed by David G.

Ritchie

Date: 2025.07.01 10:35:03 -07'00'