

CITY OF SUTTER CREEK and POA
MOU NEGOTIATIONS 2025

SETTLEMENT OVERALL TENTATIVE AGREEMENT
July 21, 2025

Included items:

- 1) Any items tentatively agreed prior to presentation of this settlement package proposal.
- 2) City's changes to bereavement leave to conform to AB 1949 as presented in City's initial proposal #1
- 3) Term: 3 years ending June 30, 2028
- 4) Uniform allowance to be provided in a single lump sum annually, on a separate check, July 1 of each year, rather than divided across all pay periods. New employees will get the entire \$1200 upon hire so they can buy uniforms, and the next July 1 payment will be for \$100 for each full month of employment with the City.
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- 5) City's proposal #6 regarding conforming to AB 119 – Article 6 Membership Orientation, Information and Dues Deduction as presented on June 4, 2025.
- 6) City's Comprehensive Economic Proposal:
 - A) Cost of Living Adjustment:
Year 1 5% (July 1, 2025);
Year 2 5%, (July 1, 2026);
Year 3 5% (July 1, 2027)
 - B) Additional increase to base pay in year 1 of 1% (July 1, 2025) for all unit employees. Employees who are "Classic" members of CalPERS shall contribute an additional 1% employee contribution to CalPERS retirement premiums effective (July 1, 2025).

Additional increase to base pay in year 2 of 1% (effective July 1, 2026) for all unit employees. Employees who are "Classic" members of CalPERS shall contribute an additional 1% employee contribution to CalPERS retirement premiums effective July 1, 2026.
 - C) Increase the employer contribution to Health and Welfare in year 1 to \$1900/month for each employee (July 1, 2025 whichever is later); \$2000/month July 1, 2026 and \$2100/month July 1, 2027 for each employee.

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- 7) No requirement to repay the overtime pay error that occurred as a result of incorrect implementation of the 28-day, 171 hour work period. Return to the 14-day, 80 hour work period.
- 8) The POA has already ratified the above terms and conditions.

All other items not referenced herein are excluded.

AGREED: July 21, 2025 (date)

FOR POA:



By: 07/28/2025

FOR THE CITY:

David G. Ritchie Digitally signed by David G. Ritchie
Date: 2025.07.23 12:40:44 -07'00'

By: