City of Sonora
"Queen of the Southern Mines"
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Sonora, California 95370

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TO: **HONORABLE MAYOR, CITY COUNCIL MEMBERS**

FROM: **TIMOTHY A. MILLER, CITY ADMINISTRATOR**

DATE: **July 15, 2019**

RE: **Employee Association Memorandums of Understanding**

DISCUSSION:
Attached are the Memorandums of Understanding (MOU) between the City of Sonora and the Sonora Employee's Association, Sonora Firefighter's Association and Sonora Management Employee's Association. These MOU's have been reviewed by the City Attorney's office for needed legal and statutory corrections; updated to incorporate any amendments and/or letters of agreement still applicable since the last comprehensive MOU update; and, any new terms negotiated through the current meet and confer process. Most notably, the MOU's provide for an up to two percent Cost of Living Adjustment's, provided certain criteria is met, and implements the salary adjustments, over a two to three-year period, for those positions that the Compensation Study found were more than five percent below the total compensation median of the agencies surveyed.

City staff is still meeting with the Sonora Police Officer's Association and will bring forward that MOU as soon as its complete.

RECOMMENDATION:
That the City Council by motion authorize the Mayor to execute the Memorandums of Understanding on behalf of the City.