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PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 5th day of December 2023, by the following vote:

AYES: Councilmembers: Dawson, Osum, Pal, Washington, Mayor Hernandez
NOES: Councilmembers: None
ABSENT: Councilmembers: None
ABSTAIN: Councilmembers: None

WITNESS my hand and the seal of said City this 5th day of December 2023.



Donna Pock, CMC
Deputy City Clerk

Exhibit A: First Amendment to the Amended and Restated SCPOA MOU 2023-25

**FIRST AMENDMENT TO THE
AMENDED AND RESTATED
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SUISUN CITY
AND
THE SUISUN CITY POLICE OFFICERS' ASSOCIATION**

**July 1, 2023
through
June 30, 2025**

Tentative Agreement Approved by City Council July 18, 2023

MOU Approved by City Council July 18, 2023

Amended and Restated MOU Approved by City Council August 8, 2023

First Amendment to Amended and Restated MOU Approved by City Council December 5, 2023

**FIRST AMENDMENT TO THE AMENDED AND RESTATED MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN CITY POLICE OFFICERS' ASSOCIATION
EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2025**

This First Amendment to the Amended & Restated Memorandum of Understanding between the City of Suisun City and the Suisun City Police Officers' Association effective July 1, 2023 through June 30, 2025 ("SCPOA MOU 2023-25") is made and entered into by and between the City of Suisun City, a municipal corporation ("City"), and the Suisun City Police Officers' Association ("SCPOA").

RECITALS:

WHEREAS, the City Council approved the SCPOA MOU 2023-25 through Resolution No. 2023 - 114 adopted August 8, 2023;

WHEREAS, the City and SCPOA's authorized labor relations representatives met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (MMBA), Gov't Code Sections 3500-3511, regarding compensation and benefit modifications for the classification of Police Sergeant;

WHEREAS, the City and SCPOA now desire to amend the SCPOA MOU 2023-25 to include additional compensation for the classification of Police Sergeant and provide broader eligibility for longevity pay for Police Sergeants, which modified terms were ratified by the SCPOA membership and then signed by the parties as reflected by this First Amendment; and

NOW, THEREFORE, it is hereby agreed that the SCPOA MOU 2023-25 is amended in the following particulars only:

Article 6, Section 1, of the SCPOA MOU 2023-25, entitled "Base Salary" shall be amended to include the additional provision subsection G. as follows (deletions in strikethrough; changes in ***bold italics***):

- G. Effective the first full pay period of December 2023, the Police Sergeant classification salary range shall be increased by five percent (5%) per the attached Exhibit A and persons holding positions within that salary range at that time shall receive a five percent (5%) base wage increase within the new salary range.***

Appendix A – Sworn Law Enforcement Employees, Article 1, Section 8, of the SCPOA MOU 2023-25, entitled "Sworn Officer Longevity Pay" shall be amended to include the following changes (deletions in strikethrough; changes in ***bold italics***):

- 8. Sworn Officer Longevity Pay.***
Upon the completion of five (5) years of ~~continuous~~ full-time ~~City~~ ***sworn law enforcement*** service, represented employees shall be entitled to a three (3%) percent increase in compensation; employees who complete ten (10) years of ~~continuous~~ full-time ~~City~~ ***sworn***

law enforcement service shall be entitled to an additional three (3%) percent increase in compensation (for a total of six (6%) percent).

The representatives of the City and of the SCPOA have jointly prepared this First Amendment to the SCPOA MOU 2023-25, and jointly presented same to City Council of the City of Suisun City for determination pursuant to Government Code section 3505.1. Except as expressly provided for in this First Amendment to the SCPOA MOU 2023-25, all other provisions of the SCPOA MOU 2023-25 shall remain in full force and effect. The parties also know that this First Amendment to the SCPOA MOU 2023-25 shall not be in full force and effect until adopted by resolution by the City Council of the City of Suisun City. Subject to the foregoing and in witness whereof, this First Amendment is hereby executed by the authorized representatives of the City and the SCPOA and entered into as of this 20th day of November 2023.

IT IS SO AGREED:

**CITY OF SUISUN CITY
REPRESENTATIVES:**



Aaron Roth, Interim City Manager



Christina Penland, HR Administrator




Kris Lofthus, Deputy City Manager



Colin Tanner, Deputy City Attorney

**SCPOA
REPRESENTATIVES:**



Eric Vera, SCPOA President



Sigfred Neri, SCPOA Vice President

Approved as to form
Aleshire & Wynder, LLP



Elena Q Gerli, City Attorney

EXHIBIT A –

NEW SALARY RANGE SCHEDULE FOR POLICE SERGEANTS EFFECTIVE DECEMBER 8, 2023

Job Class	Hourly					Monthly Average	
	A	B	C	D	E	Starting	Ending
Police Sergeant	\$56.96	\$59.81	\$62.80	\$65.94	\$69.24	\$9,874	\$12,002