

A RESOLUTION OF THE CITY COUNCIL ESTABLISHING
A PROCEDURE AND METHOD FOR THE ORDERLY AND REASONABLE
RESOLUTION OF PROBLEMS CONCERNING WAGES, HOURS, AND
OTHER TERMS AND CONDITIONS OF EMPLOYMENT
OF THE EMPLOYEES OF THE CITY OF SAN ANSELMO

RESOLUTION NO. 1381

WHEREAS, the City Council and the employees of the City of San Anselmo desire to establish a procedure for dealing with and resolving the public employees' problems in respect to wages, hours and other conditions of employment; and

WHEREAS, the City Council desires to remove itself from direct negotiation with the employees; and

WHEREAS, the employees of the City of San Anselmo wish to negotiate through their own elected representatives;

NOW, THEREFORE, BE IT RESOLVED as follows:

1. That the City Council shall appoint two persons as its team of negotiators with full power and authority to enter into and execute a memorandum of agreement as provided in section 3505.1 of the California Government Code.

2. That the employees of each department of the City of San Anselmo shall immediately elect not more than two of their number as their official representatives and such representatives shall have full power and authority to execute the memorandum of agreement provided for in Government Code section 3505.1

3. If the employees of any department of the City do not elect a representative within ten (10) days of notice to do so from the City Administrator it will be conclusively presumed that such employees do not desire representation.

4. The employees' election of a representative shall be by secret written ballot and the person receiving the highest number of votes shall be declared the winner provided he shall have received at least thirty (30%) percent of the votes of all of the employees of the department. The election shall be

conducted by the City Clerk who shall tally the votes with one employee of the department involved being appointed as an assistant. The City Clerk shall certify to the City Council the results of each election, showing that the elected representative did receive not less than thirty (30%) per cent of the votes of all the membership. The ballot shall provide for the employees to decide by a simple majority whether they want one or two representatives. If the second representative is decided upon, he shall be the employee receiving the second-highest number of votes on the secret ballot referred to above.

5. The representatives of the City and of the various employee groups involved shall meet and confer in good faith, as such is defined in section 3505 et seq of the Government Code, and shall endeavor to reach an agreement on matters within the scope of representation.

6. The elected representatives of the various employee groups shall represent the employees directly and not any organization or association to which such employees, or some of them, may belong or be a part of.

7. The elected representative of any employee group shall be endowed with power and authority to enter into and make an agreement binding, legally, on behalf of all employees represented.

8. Any employee of the City who desires not to be represented may appear and be heard on his own behalf without any prejudice whatsoever.

9. The Police Department and the Fire Department shall each respectively select a representative who shall not represent any other employee group.

10. The City Clerk shall report to the City Council, with respect to each election of employee representatives, the total number voting; the number of votes cast for each candidate; and the total number of employees, voting or not voting, in the department involved. The City Clerk shall certify the results of each election to the City Council specifically confirming that the first-place winner did receive not less than thirty (30%) per cent of the votes of the total membership of the particular department involved.

11. All of the provisions of Government Code sections 3500, et seq., shall apply to the procedure outlined herein so far as the same is or are reasonably pertinent.

12. The representatives of any particular employee department shall not be heard on behalf of any employee group for which they have not been duly elected and so certified.

13. The representatives of the City and the representatives of the employees shall meet and confer in good faith with the objective of amicably resolving all problems and conflicts.

14. Any pay schedule finally agreed upon for the fiscal year 1972-1973 shall be effective July 1, 1972 provided that final City Council approval is given before that date. If City Council approval comes after July 1, 1972, the pay schedule shall become effective on the first day of the month following date of approval.



HELEN RAGAN, CITY CLERK

I hereby certify Resolution No. 1381 was duly passed and adopted at a regular meeting of the San Anselmo City Council held February 8, 1972 by the following vote:

AYES COUNCILMEN: Perry, Capurro, Reed, Stewart, Anderson

NOES COUNCILMEN: None

ABSENT COUNCILMEN: None


HELEN RAGAN, CITY CLERK