

**Agreement to Amend the Collective Bargaining Agreements  
Between the  
City of Orland California and United Public Employees of California  
(UPEC), Local 792, LIUNA**

**Representing the Orland Mid-Management Employees Unit**

**July 1, 2006**

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The Collective Bargaining Agreement currently in effect between the parties, UPEC, Local 792 and the City of Orland, shall be amended and superceded, effective July 1, 2006, as set forth below:

**ARTICLE IV: PAY PROVISIONS**

**4.02 SALARY ADJUSTMENT IMPLEMENTATION:**

The City agrees to implement the following salary increases as to all employees:

7/1/06	3%
1/1/07	2%
7/1/07	3%
1/1/08	2%
7/1/08	3%
1/1/09	2%

**4.06 SPECIAL PAY ADJUSTMENTS:**

**B. Stipend for State Certifications/College Degrees**

Effective July 1, 2006, the City shall recognize employees who possess state required certifications in such classifications as Water Treatment and Waste Water Treatment, with a 2.5% salary increase, as to each certification, with a maximum stipend of 10.0%.

Effective July 1, 2006, the City shall recognize employees who obtains a college degree, in excess of any such degree required in the employee's job description, with a 2.5% salary increase, as to any two-year degree, and a 5.0% salary increase, as to any four-year degree, with a maximum stipend of 10.0%.

## ARTICLE V: PAID LEAVE

### 5.04 ADMINISTRATIVE LEAVE

Employees may accrue up to 60 hours of administrative leave per year. Employees may cash in up to thirty (30) hours of Administrative Leave once per year at the first December pay period.

### 5.05 B. Vacation Leave Accrual - Longevity

Accrual shall be increased by twenty (20) hours annually after fifteen (15) years of service. Accrual shall be further increased by twenty (20) hours annually after twenty (20) years of service.

## ARTICLE VI: FLEXIBLE BENEFIT PLAN

### 6.01 HEALTH / LIFE INSURANCE:

#### D. Future Increases

Future increases in rates shall be paid as follows:

City	80%
Employee	20%

## ARTICLE VII: RETIREMENT

### 7.03 PERS RETIREMENT REPORTING

The City shall report eight percent (8.0%) Employer Paid Contribution to PERS as compensation effective 7/1/06.

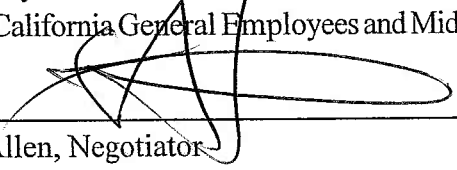
## ARTICLE XII: CLOSING PROVISIONS

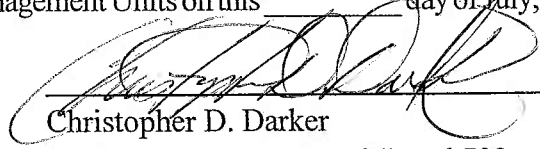
### 12.03 DURATION OF AGREEMENT:

The articles in this agreement shall be effective and shall remain in full force and effect until midnight, June 30, 2009, or until negotiations have concluded for a new contract.

**UNION RATIFICATION:**

Ratified by the members of the United Public Employees of California union, Local 792 and the City of Orland California General Employees and Mid-Management Units on this \_\_\_\_\_ day of July, 2006.


  
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Steve Allen, Negotiator  
UPEC Local 792

  
\_\_\_\_\_  
Christopher D. Darker  
Business Manager, UPEC Local 792

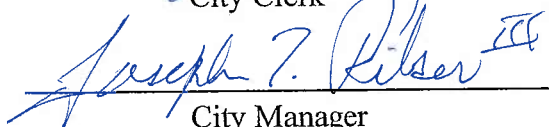
**CITY OF ORLAND CALIFORNIA APPROVAL:**

Approved by the City of Orland on this 3<sup>rd</sup> day of July, 2006.

**ATTEST:**

By:   
\_\_\_\_\_  
City Clerk

Date: 7/31/06

By:   
\_\_\_\_\_  
City Manager

Date: 8/1/06

By:   
\_\_\_\_\_  
Mayor

Date: 7/31/06