



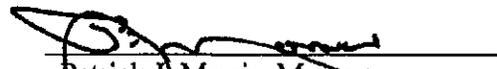
1 RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE CITY OF SAN  
2 BERNARDINO AUTHORIZING EXTENSIONS OF MOUS, SIDE LETTERS, AND  
3 RESOLUTIONS FOR THE GENERAL, MIDDLE MANAGEMENT, AND  
MANAGEMENT/CONFIDENTIAL BARGAINING UNITS.

4 I HEREBY CERTIFY that the foregoing resolution was duly adopted by the Mayor and  
5 Common Council of the City of San Bernardino at a joint regular meeting thereof, held  
6 on the 2nd day of July, 2012, by the following vote, to wit:

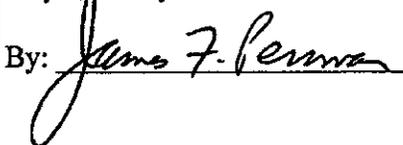
<u>Council Members</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstain</u>	<u>Absent</u>
8 MARQUEZ	<u>X</u>	<u>      </u>	<u>      </u>	<u>      </u>
9 JENKINS	<u>X</u>	<u>      </u>	<u>      </u>	<u>      </u>
10 VALDIVIA	<u>      </u>	<u>X</u>	<u>      </u>	<u>      </u>
11 SHORETT	<u>X</u>	<u>      </u>	<u>      </u>	<u>      </u>
12 KELLEY	<u>      </u>	<u>      </u>	<u>      </u>	<u>X</u>
13 JOHNSON	<u>X</u>	<u>      </u>	<u>      </u>	<u>      </u>
14 MC CAMMACK	<u>X</u>	<u>      </u>	<u>      </u>	<u>      </u>

16  
17   
18 Georgeann Hanna, City Clerk

19 The foregoing resolution is hereby approved this 9th day of July, 2012.

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21   
22 Patrick J. Morris, Mayor  
City of San Bernardino

23 Approved as to form  
24 JAMES F. PENMAN  
City Attorney

25 By:   
26  
27

**AMENDMENT TO RESOLUTION NO. 2010-276 BETWEEN THE CITY OF  
SAN BERNARDINO AND THE MANAGEMENT/CONFIDENTIAL UNIT**

The following sets forth an amendment to Resolution No. 2010-276 for full-time, non-safety Management/Confidential employees by adding the following language to the referenced sections, and subsections:

A. SECTION 2, B(3), COMPENSATION

“Effective July 1, 2012, until a successor Resolution is adopted by the Mayor and Common Council, all Management/Confidential employees will forego merit increases.”

B. SECTION 2, B(8), COMPENSATION, SUBSECTIONS (A), (B), AND (C)

“A) ALL MEMBERS

Effective July 1, 2012, until a successor Resolution is adopted by the Mayor and Common Council, all members of the Management/Confidential Unit, excluding those due to health or safety concerns as determined by the City Manager, will continue to participate in a 9/36 work week or other scheduled as determined by the Department Head. The reduced work week will equate to approximately a ten percent (10%) pay reduction.

Members who are not able to work a reduced work week, due to health or safety concerns as determined by the City Manager, will need to meet the ten percent (10% reduction in another manner.

Employees not participating in the reduced work week due to the health and/or safety reasons, as determined by the City Manager, will need to meet the ten percent (10%) reduction in another manner. In return, these employees will be provided with four (4) hours of leave time per week to be used at their discretion in the same manner as vacation leave. These hours will have neither an expiration date nor cash value.

B) ALL CITY ATTORNEY’S OFFICE STAFF

Effective July 1, 2012, until a successor Resolution is adopted by the Mayor and Common Council, all City Attorney’s Office staff agree to continue to take a ten percent (10%) reduction in pay based on the currently approved monthly salary. Staff will not participate in the reduced work week.

The salary reduction will be administered each payroll period and reflected on the members’ semi-monthly payroll checks. In return, these employees will be provided with four (4) hours of leave time per week to be used at their discretion, subject to the approval of the City Attorney, in the same manner as vacation leave. These hours will have neither an expiration date nor cash value.

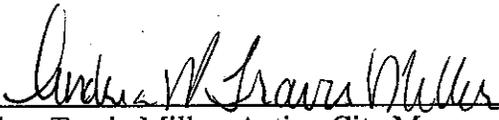
C) ALL MEMBERS

The City and SBCMA agree that if the economy were to improve prior to a successor Resolution being adopted by Mayor and Common Council, the following “trigger” language would be followed:

'The City agrees to restore the ten percent (10%) employee concession if sales tax, utility tax, and property tax totals restore to the FY 07/08 levels or if the City of San Bernardino receives a Federal or State bailout or other windfall that can be applied to the General Fund with no limitations equal to or greater than the amount of savings achieved through the employee concessions.'

DATE: 7-12-12

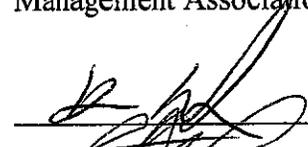
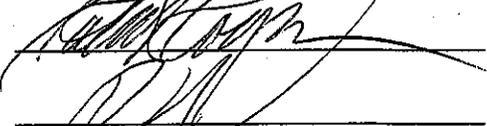
FOR THE CITY:

  
\_\_\_\_\_  
Andrea Travis-Miller, Acting City Manager  
City of San Bernardino

  
\_\_\_\_\_  
Director of Human Resources  
City of San Bernardino

REPRESENTATIVES OF:  
MANAGEMENT/CONFIDENTIAL  
EMPLOYEES

\_\_\_\_\_  
San Bernardino Confidential  
Management Association (SBCMA)

  
\_\_\_\_\_  
  
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\_\_\_\_\_  
Jim Sherick