

**TENTATIVE AGREEMENT**

**between**

**CITY OF ANTIOCH**

**and**

**TREATMENT PLANT EMPLOYEES' ASSOCIATION**

**March 9, 2021**

After meeting and conferring in good faith over a successor memorandum of understanding ("MOU"), the City of Antioch ("City") and the Treatment Plant Employees' Association ("Association") reached a tentative agreement for a successor MOU including the following changes to the existing MOU. Upon ratification by the Association and approval by the City Council, a new MOU shall be published to include the terms listed below and to include the items in the prior tentative agreement dated October 10, 2020 without Term and Salary (Resolution No. 2018/151):


- Term – October 1, 2020 through September 30, 2021
- Salary Adjustments – Effective the first full pay period in January 2021, all base salaries shall be increased by 3.0%.
- Alternate (12-hour) Work Week – Incorporate the terms of the November 15, 2017 Side Letter of Agreement regarding an alternate work week into the new Memorandum of Understanding.

For the City of Antioch:

  
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For the Association:

  
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Steve Callahan by G.J.  
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**RESOLUTION NO. 2021/57**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH  
APPROVING THE TENTATIVE AGREEMENT BETWEEN THE CITY OF ANTIOCH  
AND THE TREATMENT PLANT EMPLOYEES ASSOCIATION FOR THE PERIOD OF  
OCTOBER 1, 2020 – SEPTEMBER 30, 2021**

**WHEREAS**, the City and the Treatment Plant Employees Association (TPEA) had a Memorandum of Understanding covering the period of October 1, 2014 – September 30, 2018;

**WHEREAS**, the City and the Treatment Plant Employees Association (TPEA) had a Tentative Agreement covering the period of October 1, 2019 – September 30, 2020;

**WHEREAS**, in accordance with Government Code Section 3505, the City's Negotiating Team met and conferred in good faith with representatives of TPEA to negotiate a successor agreement; and

**WHEREAS**, representatives of the City and the TPEA reached a Tentative Agreement for a successor Memorandum of Understanding for the period of October 1, 2020 through September 30, 2021.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Antioch as follows:

**Section 1.** That the Tentative Agreement between the City of Antioch and TPEA for the period of October 1, 2020 – September 30, 2021, as provided in the attached Exhibit 1 and herein incorporated by reference, is approved; and

**Section 2.** The City Manager or designee is authorized to make the necessary FY2020/21 budget adjustments to implement the provisions of the agreement.

\* \* \* \* \*

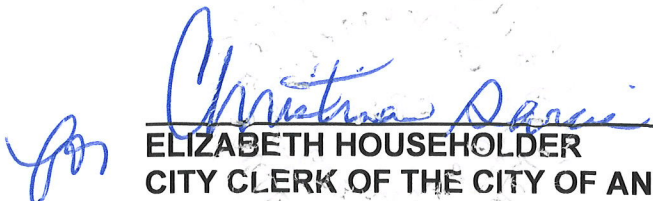
**I HEREBY CERTIFY** that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 23rd day of March, 2021, by the following vote:

**AYES:** Council Members District 1 Torres-Walker, District 2 Barbanica, District 3 Ogorchock, Mayor Pro Tem (District 4) Wilson, and Mayor Thorpe

**NOES:** None

**ABSTAIN:** None

**ABSENT:** None

  
ELIZABETH HOUSEHOLDER  
CITY CLERK OF THE CITY OF ANTIOCH