

## **RESOLUTION NO. XXXX-2025**

### **RESOLUTION OF THE FORT BRAGG CITY COUNCIL CREATING SIDE LETTER FOR THE FORT BRAGG EMPLOYEE ORGANIZATION / SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021 (FBEO/SEIU) REVISING ARTICLE 16 – LONGEVITY PAY OF THE 2025-2029 MEMORANDUM OF UNDERSTANDING OF THE FORT BRAGG EMPLOYEE ORGANIZATION/SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021**

**WHEREAS**, the City and the Fort Bragg Employee Organization/Service Employees International Union Local 1021 (FBEO/SEIU) commenced negotiations on April 30, 2025, for a new four-year Memorandum of Understanding (MOU); and

**WHEREAS**, during the process of negotiations, both parties presented proposals which were discussed, countered, agreed to, and/or withdrawn from the table; and

**WHEREAS**, the parties agreed to a tentative agreement package, which was ratified by the FBEO/SEIU membership on June 18, 2025; and

**WHEREAS**, the new MOU is complete and ready for signatures (see MOU attached hereto and incorporated herein by reference); and

**WHEREAS**, the Fort Bragg Employee Organization/Service Employees International Union Local 1021 and the City of Fort Bragg wish to amend Article 16 – Longevity Pay, effective July 1, 2025, through June 30, 2029, Exhibit A, to better serve the needs of the FBEO/SEIU by clarifying the language regarding Longevity Pay payment method; and

**WHEREAS**, the City and the FBEO/SEIU have undertaken to bargain in good faith regarding Article 16 that has been reviewed by both parties; and

**WHEREAS**, the agreed upon redlined version of Article 16 – Longevity Pay Exhibit B; and

**WHEREAS**, changes to the memorandum of understanding require City Council approval, and the side letters are complete and ready for signatures (see respective the side letter and are incorporated by reference); and

**WHEREAS**, based on all the evidence presented, the City Council finds as follows:

1. The foregoing recitals are true and correct and are made part of this Resolution.
2. The redlined changes to the Memorandum of Understanding (MOU) between the City of Fort Bragg and the Fort Bragg Employee Organization / Service Employees International Union Local 1021 have under (FBEO/SEIU)
3. The City and the Fort Bragg Employee Organization/Service Employees International Union Local 1021 (FBEO/SEIU) have undertaken to bargain in good faith and negotiated a tentative agreement that has been reviewed by both parties and has been accepted and is now presented for adoption.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby approve the FBEO/SEIU side letter shown in Exhibit B and authorizes the City Manager to execute the same effective August 11, 2025.

The above and foregoing Resolution was introduced by Councilmember \_\_\_\_\_, seconded by Councilmember \_\_\_\_\_, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 11th day of August, 2025, by the following vote:

**AYES:** Councilmembers  
**NOES:** None.  
**ABSENT:** None.  
**ABSTAIN:** None.  
**RECUSED:** None.

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**JASON GODEKE**  
Mayor

**ATTEST:**

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**Diana Paoli**  
City Clerk