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. 1

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 appoint two persons to enter
into 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. 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. 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. No representative selected shall represent employees
other than the department in which he is employed.

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 Adminis-
trator it will be conclusively presumed that such employees do not desire
representation.

4. The employees' election of representatives 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 representa-
tive 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 departments
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 departments 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 department 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 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.

10. All of the provisions of Government Code sections 3500, et seq., shall
apply to the procedure outlined herein so far as the same are reasonably
pertinent, and related to the purposes of this Resolution.
11. The representatives of any particular department shall not be heard on behalf of any department for which they have not been duly elected and so certified.

12. 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 covered by this Resolution.

13. Any pay schedule finally agreed upon for the fiscal year 1973-1974 shall be effective July 1, 1973 provided that final City Council approval is given before that date. If City Council approval comes after July 1, 1973, 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. 1443 was duly passed and adopted at a regular meeting of the San Anselmo City Council held February 13, 1973 by the following vote:

AYES COUNCILMEN: Anderson, Capurro, Blinder, Stewart, Perry
NOES COUNCILMEN: None
ABSENT COUNCILMEN: None

Helen Ragan, City Clerk