

## RESOLUTION NO. 13-42

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GOLETA, CALIFORNIA FOR THE ADMINISTRATION OF EMPLOYER-EMPLOYEE RELATIONS

#### **SECTION 1. Purpose.**

The purpose of this Resolution is to implement the provisions of the California Government Code, commonly referred to as the "Meyers-Milias-Brown Act" (Sections 3500 - 3511), and provide for the establishment of orderly procedures for the administration of employer-employee relations between the City of Goleta and its employees and employee organizations.

#### **SECTION 2. Definitions.**

"Appropriate Employee Unit" means a group of employees or employment classes or positions sharing a commonality of interest by class or position that are recognized or certified as appropriate to be represented by an employee organization in employment relations with the City, as further defined in Section 5 herein.

"City" means the City of Goleta.

"City Council" refers to the City Council of the City of Goleta.

"Confidential Employee" means any employee who, in the course of his or her duties, has regular access to files or information relating to the City's administration of employer-employee relations, any collective bargaining process or any decision-making process of City management relating to or affecting employee relations; or whose duties and responsibilities are so closely aligned with those of a management employee as to establish an identification with the implementation or dissemination of management policies on a City-wide or department-wide basis. Positions included in the City's position classification plan deemed to be confidential for the purpose of this resolution are: Administrative Services Director, Assistant City Attorney, City Attorney, City Clerk, City Manager, Deputy City Attorney, Deputy City Manager, Executive Assistant, Finance Director and Legal Office Assistant. Other positions identified as confidential in the City's classification plan are deemed to be confidential for other purposes.

"Consult/Consultation in Good Faith" means verbal or written communications or both for the purpose of presenting and/or obtaining views or advising of intended actions by and between the City and any appropriate employee unit or recognized employee organization. These terms are to be distinguished from the process commonly known as "meet and confer" and does not involve any

exchange of proposals in that context in the course of attempting to reach an agreement.

“Day” refers to calendar days unless specifically stated otherwise.

“Employee” means any person employed by the City including executive management, management, supervisory, non-management, confidential and non-confidential employees.

“Employee Organization” means an organization of public employees that has as one of its primary purposes the representation of an appropriate unit or group of City employees in their relations with that public agency.

“Employee Relations Officer” means Deputy City Manager, or any qualified individual as designated by the City Manager to represent the City in employer-employee relations.

“Impasse” means the City and a recognized employee organization have reached a point in the meet and confer process where their differences on matters subject to that process remain so substantial and prolonged that further meeting and conferring would be futile.

“Management Employee” means any employee who is exempt from overtime provisions as defined by the Fair Labor Standards Act, and has authority to exercise independent judgment in the interest of the City to hire, assign, transfer, promote, demote, suspend, discharge, reward or discipline other employees, or has the responsibility to direct them or to adjust their grievances, or effectively to recommend such action in connection with the foregoing, when the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

“Mediation” means the efforts by an impartial third party or person to assist as an intermediary (“mediator”) between the Employee Relations Officer and representatives of a Recognized Employee Organization, through interpretation, suggestion and advice, in reaching a voluntary resolution to a dispute regarding wages, hours and other terms and conditions of employment. Nothing contained herein shall preclude said mediator from making recommendations to the interested parties.

“Meet and Confer” refers to the process as set forth in California Government Code section 3505 where representatives of the City and recognized employee organizations meet and confer in good faith to exchange information, opinions, and proposals and to endeavor to reach timely agreement on wages, hours, and other terms and conditions of employment within the scope of representation.

"Recognized Employee Organization" (also referred to herein as "Organization") means an employee organization that has been formally acknowledged by the City as the representative of the employees in an Appropriate Employee Unit.

"Scope of Representation" means all matters relating to employment conditions and employer-employee relations, including but not limited to: wages, hours, benefits and other terms and conditions of employment; except that consideration of the merits, necessity, or organization of any service or activity required by law or executive order shall be excluded from the scope of representation; and except that employee rights, as described in Section 3 herein and City rights as described in Section 4, shall be excluded from the scope of representation.

### **SECTION 3. Employee Rights and Responsibilities.**

- A. Subject to the terms of this Resolution, Employees of the City shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on matters within the scope of representation.
- B. Employees shall also have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employee relations with the City if they are not represented by a recognized employee organization.
- C. No employee shall be interfered with, dominated, intimidated, restrained, coerced or discriminated against by the City or any recognized employee organization because of the exercise of their rights contained herein.

### **SECTION 4. City Rights and Responsibilities.**

- A. In order to ensure that the City is able to carry out its municipal functions and responsibilities as provided by law, the City of Goleta has and will retain the exclusive right to manage and direct the performance of City services. This includes, without limitation, the following:
  - 1. The exclusive right to determine the mission of each of its departments, boards and commissions;
  - 2. To set levels and standards of service to be offered to the public;
  - 3. To maintain the efficiency of governmental operations;
  - 4. To determine the procedures, standards of selection and qualifications for employment;
  - 5. To direct, discipline and discharge its employees, in accordance with the law, ordinances and regulations;
  - 6. To relieve its employees from duty because of lack of work or lack of funds or other lawful reasons;
  - 7. To contract out work at its discretion;

8. To determine the methods, means and personnel by which the City's operations are to be conducted, exercise control and discretion over its organization and the technology of performing its work and to take all necessary actions to maintain uninterrupted service to the community and carry out its mission in emergencies; determine work loads and staffing patterns including the performance of such operations by contract.
- B. The establishment, modification or exercise of these rights described herein by the City shall not be subject to the meet and confer process, but this shall not preclude consultation as to the practical consequences that decisions on such matters may have on wages, hours or other terms and conditions of employment.

**SECTION 5. Criteria for Establishing an Appropriate Employee Representation Unit.**

- A. The following general policy guidelines shall apply in determining the appropriateness of employee representation units:
  1. The effect of a proposed unit on the efficient operations of the City, its compatibility with the primary mission and responsibilities of the City and its employees to effectively and economically serve the public,
  2. To provide employees with effective representation based on recognized community of interest considerations; and
  3. Each unit shall be the largest feasible group of employees having an identifiable community of interest.
- B. The following factors, among others, are to be considered:
  1. Community of interest or similarity of the general kinds of work performed, types of qualifications required, including common skills and duties, comparable working conditions or similar educational requirements among the employees;
  2. Number of employees and classifications, and the effect on the classification structure and stability of administration of employer-employee relations created by dividing related classifications and proliferation of units.
  3. Degree to which employees are subject to the same rules of supervision or covered under common benefit or group coverage plans.
  4. Consistency with the organizational patterns of the City.
  5. Employees with managerial employment functions shall be excluded from units that include non-management employees. No management employee may be represented by the same employee organization that represents employees who are supervised by such management employee. Managerial and confidential employees may not represent or negotiate on behalf of any

employee organization which represents other non-management, non-supervisory, and/or non-confidential employees.

- C. The Employee Relations officer shall, after notice to and consultation with the affected employee organizations allocate new classifications or positions, delete eliminated classifications or position from units in accordance with the provisions of this section.

**SECTION 6. Filing of Recognition Petition by Employee Organization.**

- A. An employee organization that seeks to be formally acknowledged as an exclusively Recognized Employee Organization representing the employees in an appropriate unit for purposes of meeting and conferring in good faith as an appropriate unit shall file a petition for recognition with the Employee Relations Officer containing the following information and documentation:

1. The name and address of the employee organization.
2. The names and titles of its officers.
3. A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.
4. Certified copies of the employee organization's formation documents and, if existing, by-laws.
5. The names of organization representatives who are authorized to represent the organization, and the extent of the authority of each of such representatives to speak on behalf of its members for or to bind the organization.
6. A designation of those persons, not exceeding two in number, and their addresses, to whom notices sent by regular United States mail will be deemed sufficient notice on the employee organization for any purpose.
7. A statement whether the employee organization is a chapter or local of or affiliated directly or indirectly in any manner with a regional, state, national or international organization and, if so, the name and address of each such organization.
8. A statement that the organization has no restriction on membership based upon race, color, creed, national origin, color, disability (physical or mental), protected veteran status, religion, age, health impairment related to or associated with a diagnosis of cancer, genetic characteristics or information, marital status, ancestry, sexual orientation, or other characteristic protected by law.
9. The job classifications or titles of employees in the unit claimed to be appropriate and the approximate number of proposed member employees therein.
10. A statement that the employee organization has in its possession proof of employee support as herein defined to establish that a majority of the employees in the unit claimed to be appropriate

have designated the employee organization to represent them in their employment relations with the City. Such written proof, in conformance with Section 7b of this resolution, shall be submitted for confirmation to the Employee Relations Officer or to a mutually agreed upon disinterested third party.

- 11.A request that the Employee Relations Officer formally acknowledge the petitioner as the Recognized Employee Organization representing the employees in the unit claimed to be appropriate for the purpose of meeting and conferring in good faith.
- B. The petition, including the proof of employee support and all accompanying documentation, shall be declared to be true, correct and complete, under penalty of perjury, by the duly authorized officer(s) of the employee organization executing it.

### **SECTION 7. City Response to Petition for Recognition.**

- A. Upon receipt of the Petition for Recognition, the Employee Relations Officer shall promptly, and no later than 30 days after receipt of the Petition determine whether:
  1. There has been compliance with the requirements for the recognition petition as provided in this Resolution, including proof of the required employee support; and
  2. The proposed representation unit is an appropriate unit according to the provisions of Section 5 of this Resolution.
- B. Proof of employee support shall be made by one of the following methods:
  1. An authorization card signed and dated by the employee within the previous 90 days;
  2. A verified authorization petition or petitions signed within the previous 90 days and personally dated by each employee;
  3. Employee dues deduction authorization, if applicable, using the payroll register for the period immediately prior to the date a petition is filed hereunder, except that dues deduction authorizations for more than one employee organization for the account of any one employee shall not be considered as proof of employee support for any employee organization.
- C. If an affirmative determination is made that the proposed unit qualifies as an appropriate Employee Representation Unit, the Employee Relations Officer shall inform the petitioning employee organization, shall give written notice of such request for recognition to the employees in the unit, and shall take no action on the request for thirty (30) days after giving such notice.
- D. In the event the Employee Relations Officer determines that a proposed unit does not qualify as an appropriate unit, the Employee Relations Officer shall offer to consult thereon with the petitioning employee organization and if after consultation, the determination remains the same, shall inform the organization of the reasons therefor in writing. The

petitioning organization shall, within fifteen (15) days from the date the notice of such adverse determination is communicated to them by the Employee Relations Officer to be permitted to amend their petitions to conform to such determination or may appeal such determination pursuant to Section 11 of this Resolution.

- E. Within thirty (30) days of the date written notice was given to affected employees that a valid recognition petition for an appropriate unit has been filed ("open period"), any other employee organization may file a competing request to be formally acknowledged as the Exclusively Recognized Employee Organization of the employees in the same or in an overlapping unit (one which corresponds with respect to some, but not all the classifications or positions set forth in the recognition petition being challenged), by filing a petition evidencing Proof of Employee Support in the unit claimed to be appropriate of at least thirty (30) percent and otherwise in the same form and manner as set forth in Section 5 of this Resolution. If such challenging petition seeks establishment of an overlapping unit, the Employee Relations Officer shall call for a hearing on such overlapping petitions for the purpose of ascertaining the more appropriate unit, at which time the petitioning employee organizations shall be heard. Thereafter, the Employee Relations Officer shall determine the appropriate unit or units in accordance with the standards articulated in this Resolution. The petitioning employee organizations shall have fifteen (15) days from the date notice of such unit determination is communicated to them by the Employee Relations Officer to amend their petitions to conform to such determination or to appeal such determination as provided herein.

#### **SECTION 8. Election Procedure for Resolving Challenge to Determination Regarding Representation Unit.**

- A. The Employee Relations Officer shall arrange for a secret ballot election to be conducted by a neutral party agreed to by the Employee Relations Officer and the concerned employee organization(s), in accordance with such party's rules and procedures subject to the provisions of this Chapter. All employee organizations who have duly submitted petitions which have been determined to be in conformance with this Resolution shall be included on the ballot. The choice of "no organization" shall also be included on the ballot. Employees entitled to vote in such election shall be those persons employed in regular permanent positions within the designated appropriate unit who were employed during the pay period immediately prior to the date which ended at least fifteen (15) days before the date the election commences, including those who did not work during such period because of illness, vacation or other authorized leaves of absence, and who are employed by the City in the same unit as of the date of the election.

- B. An employee organization shall be formally acknowledged as the Exclusively Recognized Employee Organization for the designated appropriate unit following an election or run-off election if it received a numerical majority of all valid votes cast in the election. In an election involving three or more choices, where none of the choices receives a majority of the valid votes cast, a run-off election shall be conducted between the two choices receiving the largest number of valid votes cast; the rules governing an initial election being applicable to a run-off election.
- C. There shall be no more than one valid election under this Section pursuant to any petition in a twelve (12) month period affecting the same unit. This 12-month period shall commence with the date the election results are certified and no new petition will be accepted during this period.
- D. The costs of conducting elections shall be borne in equal shares by each employee organization appearing on the ballot.
- E. In the event that the parties are unable to agree on a third party to conduct an election, the election shall be conducted by the California State Mediation and Conciliation Service.

**SECTION 9. Procedure for Decertification of Employee Organization.**

- A. A decertification petition alleging that an incumbent Exclusively Recognized Employee Organization no longer represents a majority of the employees in an established appropriate unit may be filed with the Employee Relations Officer. A decertification petition may be filed by three or more employees or their representative, or an employee organization, and shall contain the following information and documentation declared by the duly authorized signatory under penalty of perjury to be true, correct and complete:
  - 1. The name of the established appropriate unit and of the incumbent Exclusively Recognized Employee Organization sought to be decertified as a representative of that unit.
  - 2. An allegation that the incumbent Exclusively Recognized Employee Organization no longer represents a majority of the employees in the appropriate unit, and any other relevant and material facts relating thereto.
  - 3. Proof of Employee Support that at least forty (40) percent of the employees in the established appropriate unit no longer desire to be represented by the incumbent Exclusively Recognized Employee Organization. Such proof shall be submitted for confirmation to the Employee Relations Officer or to a mutually agreed upon disinterested third party.
- B. The Employee Relations Officer shall initially determine whether the Petition has been filed in compliance with the applicable provisions of this Resolution. If his/her determination is in the negative, he/she shall offer to consult thereon with the representative(s) of such petitioning employees or employee organization and, if such determination thereafter remains

unchanged, shall return such petition to the employees or employee organization with a statement of the reasons therefore in writing. The petitioning employees or employee organization may appeal such determination as provided herein. If the determination of the Employee Relations Officer is in the affirmative, or his/her negative determination is reversed on appeal, he/she shall give written notice of such decertification or recognition petition to the incumbent Exclusively Recognized Employee Organization and to unit employees.

- C. The Employee Relations Officer shall thereupon arrange for a secret ballot election to be held on or about twenty (20) days after such notice to determine the wishes of unit employees as to the question of decertification and, if a recognition petition was duly filed hereunder, the question of representation. Such election shall be conducted in conformance with Section 8 herein.
- D. The Employee Relations Officer may on his/her own motion, when he/she has reason to believe that a majority of unit employees no longer wish to be represented by the incumbent Exclusively Recognized Employee Organization, give notice to that organization and all unit employees that he/she will arrange for an election to determine that issue and the reason for his/her belief. In such event any other employee organization may within fifteen (15) days of such notice file a recognition petition in accordance with this Section, which the Employee Relations Officer shall act on in accordance with this Section.
- E. If, pursuant to this Section, a different employee organization is formally acknowledged as the Exclusively Recognized Employee Organization, such organization shall be bound by all the terms and conditions of any Memorandum of Understanding then in effect for its remaining term.

#### **SECTION 10. Modification of Employee Organization.**

- A. Requests by employee organizations for modifications of established appropriate units shall be submitted in the form of a recognition petition and, in addition to the requirements set forth in Section 6 herein, shall contain a complete statement of all relevant facts and citations in support of the proposed modified unit in terms of the policies and standards set forth in Section 5 herein. The Employee Relations Officer shall process such petitions in the same manner as other recognition petitions under this Resolution.
- B. The Employee Relations Officer may by his/her own motion propose that an established unit be modified. The Employee Relations Officer shall give written notice of the proposed modification(s) and the reasons therefor to any affected employee organization and shall hold a meeting concerning the proposed modification(s), at which time all affected employee organizations shall be heard. Thereafter the Employee Relations Officer shall determine the composition of the appropriate unit or units in accordance with Section 5 herein, and shall give written notice of such

determination to the affected employee organizations. The Employee Relations Officer's determination may be appealed as provided in this Resolution. If a unit is modified pursuant to the motion of the Employee Relations Officer hereunder, employee organizations may thereafter file recognition petitions seeking to become the Recognized Employee Organization for such modified appropriate unit or units.

#### **SECTION 11. Appeals.**

An employee organization aggrieved by the determination of the Employee Relations officer relating to any of the following; (1) appropriate unit determination, (2) recognition petition, (3) challenging petition, (4) decertification petition, (5) unit modification petition, or any individual employee aggrieved by a determination of the Employee Relations Officer that a decertification petition has not been filed in compliance with the applicable provisions of this Article, may appeal such determination to the City Manager for final decision. Appeals to the City Manager shall be in writing and filed directly with the City Manager no later than thirty (30) days after notice of the Employee Relations Officer's decision. A copy of the Appeal shall be served on the Employee Relations Officer at the same time that it is filed. The City Manager shall commence to consider the matter within thirty (30) days of the filing of the appeal. The City Manager may, in his/her discretion, refer the dispute to a third party hearing process. Any decision of the City Manager on the use of such procedures shall not be appealable. The decision of the City Manager determining the substance of the dispute shall be final and binding.

#### **SECTION 12. Employee Organization Use of City Resources.**

Access to City work locations and use of City paid time, facilities, equipment and other resources by employee organizations and those representing them shall be authorized only to the extent provided for in any Memorandum of Understanding and/or administrative procedures, shall be limited to lawful activities consistent with the provisions of this Resolution that pertain directly to the employer-employee relationship and not such internal employee organization business such as soliciting membership and campaigning for office. In no event shall any such activities interfere with the efficiency, safety and security of City operations.

#### **SECTION 13. Meet and Confer Process.**

- A. Upon the written request of a Recognized Employee Organization to the Employee Relations Officer, the City, through its representatives, shall meet and confer in good faith with representatives of the Recognized Employee Organization regarding wages, hours and working conditions within the scope of representation for the members of such Organization.
- B. A request to meet and confer shall be submitted by the Recognized Employee Organization no sooner than one hundred eighty (180) days

and no later than one hundred fifty (150) days prior to the expiration date of any memorandum of understanding then in effect and shall specify the subjects to be discussed. The City shall schedule a time to meet and confer within 45 days of the receipt of the request. The City's initial proposal shall be submitted by the close of the second negotiating session. The parties shall thereafter use their best efforts to attempt to meet every thirty days thereafter until an agreement is reached.

- C. Meeting and conferring shall not be required on any subject preempted by Federal or State Law, nor on any City or employee rights as defined herein. Proposed amendments to this Resolution are excluded from the scope of the meet and confer process, however the City shall meet and consult with representatives of the Recognized Employee Organization prior to adoption, except where an emergency prohibits such consultation in advance, in which case it shall be conducted as soon as reasonably possible after adoption.
- D. The Recognized Employee Organization may select not more than three (3) employee members to attend scheduled meetings with the City's representatives on subjects within the scope of representation during regular working hours without loss of compensation. The Organization shall, whenever practicable, submit the names of all such employee representatives to the Employee Relations Officer within a reasonable time before such scheduled meetings. Any such meeting is subject to scheduling by City management in a manner consistent with operating needs and work schedules.

#### **SECTION 14. Memorandum of Understanding.**

Upon the conclusion of the meet and confer process between the City and Recognized Employee Organization, all agreed upon matters shall be incorporated into a written Memorandum of Understanding signed by the City Manager and the appropriate authorized representative of the Recognized Employee Resolution. The Memorandum of Understanding shall not be binding on any party until duly approved by the City Council.

#### **SECTION 15. Initiation of Impasse Proceedings.**

If the meet and confer process has reached impasse as defined in this Resolution, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting, together with a statement of its position on all issues. An impasse meeting with the City Manager shall then be scheduled promptly by the Employee Relations Officer. The purpose of such meeting shall be:

- A. To review the position of the parties in a final effort to reach agreement on a Memorandum of Understanding; and
- B. If the impasse is not resolved, to discuss arrangements for the utilization of the impasse procedures provided herein.

## **SECTION 16. Impasse Procedures.**

- A. Either party may initiate the impasse procedure by filing with the other party a written request for an impasse meeting along with a Statement of its Position on all disputed issues. An impasse meeting shall then be scheduled by the City Manager as soon as possible after the date of the filing of the written request for a meeting.
- B. The purpose of the impasse meeting is:
  - 1. To permit a review of the position of all parties in a *final* effort to reach agreement on the disputed issues; and
  - 2. If agreement is not concluded, to mutually select the specific impasse procedure to which the dispute shall be submitted.
- C. If the parties can't mutually agree on an impasse procedure, the matter shall be submitted to the City Council which shall then have the sole and exclusive right to select the impasse procedure as provided herein.
- D. The parties may mutually agree to any impasse-resolving procedure within the law, including mediation, fact-finding or any other mutually agreed upon process. All impasse-resolving procedures shall be privately conducted, except where they or any aspect thereof are required by law to be held or made public.
- E. If the parties agree to submit the dispute to mediation, and agree on the selection of a mediator, the dispute shall be submitted to mediation. All mediation proceedings shall be private and shall proceed as follows:
  - 1. The parties shall mutually select one mediator. In the event the parties are unable to agree on a mediator, the mediator shall be selected and furnished by the California State Mediation and Conciliation Service.
  - 2. The mediator shall make no public recommendations, nor take any public position at any time concerning the issues in dispute. Issues in which, in the opinion of the mediator or any party to the mediation, mediation has failed, shall be presented in writing to the City Council at its next regularly scheduled meeting following date of said written notice. Mediation may be considered to have failed by any party only after that party has given reasonable time and effort to the mediation proceeding.
- F. If the parties did not agree on mediation, the Recognized Employee Organization may request that the parties' differences be submitted to a fact finding panel pursuant to the provisions of California Government Code Section 3505.4.
- G. After the conclusion of all agreed-upon or legally mandated impasse procedures, the City Council may take such action regarding the impasse as in its discretion it deems appropriate in the public interest and within the law. Any legislative action by the City Council on the impasse shall be final and binding.

- H. The cost for the services of a mediator, and other mutually incurred costs of mediation, shall be borne equally by the City and Recognized Employee Organization, unless mutually agreed otherwise.

**SECTION 17. Construction of Language.**

- A. Nothing in this Resolution shall be construed to deny any person, or employee, organization, the City, or any authorized officer, body or other representative of the City, the rights, powers and authority granted by Federal and State laws or any ordinance of the City, including, without limitation, the right of the City to maintain any legal action, which shall not be modified or restricted by this Resolution.
- B. Nothing in this Resolution is intended to conflict with, and its provisions shall be construed in conformity with the provisions of Sections 3500 – 3511, Chapter 10, Division 4, Title I, of the California Government Code, also known as the *Meyers-Milias-Brown Act*.

**SECTION 18. Severability.**

If any provision of this Resolution, or the application of such provision to any person or circumstance, shall be held invalid, the remainder of this Resolution or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

**PASSED, APPROVED AND ADOPTED** this 15<sup>th</sup> day of October, 2013.



\_\_\_\_\_  
ROGER S. ACEVES, MAYOR

ATTEST:

APPROVED AS TO FORM:



\_\_\_\_\_  
DEBORAH S. LOPEZ  
CITY CLERK



\_\_\_\_\_  
TIM W. GILES  
CITY ATTORNEY

STATE OF CALIFORNIA            )  
COUNTY OF SANTA BARBARA    )  
CITY OF GOLETA                 )        ss.

I, DEBORAH S. LOPEZ, City Clerk of the City of Goleta, California, DO HEREBY CERTIFY that the foregoing Resolution No. 13-42 was duly adopted by the City Council of the City of Goleta at a regular meeting held on the 15<sup>th</sup> day of October, 2013, by the following vote of the Council:

AYES:                    MAYOR ACEVES, MAYOR PRO TEMPORE BENNETT,  
                              COUNCILMEMBERS EASTON, FARR AND PEROTTE.

NOES:                    NONE

ABSENT:                 NONE

ABSTENTIONS:         NONE

(SEAL)

  
DEBORAH S. LOPEZ  
CITY CLERK

