



AFSCME Local #146 Public Service Employees Benefits Summary

Term of Agreement	July 1, 2018 through June 30, 2021										
Compensation											
Salary Increases	<ul style="list-style-type: none"> • 2.5% - 9/15/18 • 2.0% - 7/06/19 • 2.5% - 7/04/20 										
Salary Schedules	<ul style="list-style-type: none"> • Effective 9/15/18, each classification will have two salary schedules; Schedule A and Schedule B. • Salary Schedule A: Each classification has 6 salary steps, (1-6) approximately 5.0% between each step. • Salary Schedule B: Each classification has 14 salary steps, (A-N) approximately 2.5% between each step. • All employees hired prior to 9/15/18, remain on Salary Schedule A until they reach Step 6, and then they move to Salary Schedule B in the step appropriate for their salary step and longevity pay, if applicable as follows: <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Step on Salary Schedule A and longevity pay based on years of service in the department</th> <th>New Position on Salary Schedule B</th> </tr> </thead> <tbody> <tr> <td>Step 6 < seven (7) years of service</td> <td>Step K</td> </tr> <tr> <td>Step 6 with seven (7) years of service</td> <td>Step L</td> </tr> <tr> <td>Step 6 with ten (10) years of service</td> <td>Step M</td> </tr> <tr> <td>Step 6 with fifteen (15) years of service</td> <td>Step N</td> </tr> </tbody> </table> 	Step on Salary Schedule A and longevity pay based on years of service in the department	New Position on Salary Schedule B	Step 6 < seven (7) years of service	Step K	Step 6 with seven (7) years of service	Step L	Step 6 with ten (10) years of service	Step M	Step 6 with fifteen (15) years of service	Step N
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Longevity	<ul style="list-style-type: none"> • Employees hired on or after 7/1/12 are not eligible for longevity pay. • Current employees hired prior to 7/1/12, who are not at Step 6 of Salary Schedule A as of 9/15/18, shall be eligible for longevity pay as follows: 7 years = 2.5% of the base rate of pay; 10 years = 5.0% of the base rate of pay; and 15 years = 7.5% of the base rate of pay. • Effective 9/15/18, all current employees, who are at Step 6 on Salary Schedule A will move to Salary Schedule B in the step appropriate for their salary step and longevity pay, if applicable. All current employees who are not at Step 6 as of 9/15/18, will remain on Salary Schedule A until they have reached Step 6 in their respective classification, and then will move to Salary Schedule B in the step appropriate for their salary step and longevity, if applicable, and no longer be eligible for longevity pay. 										
Call-Back Pay	When an employee is called back to work after completing an assigned shift, he/she will receive a minimum of two (2) hours compensation accrued at 1.5 times the employee's hourly rate.										
Overtime/Compensatory Time Off (CTO)	<p style="text-align: center;">Overtime:</p> <ul style="list-style-type: none"> • Employees who work in excess of 40 hours in a workweek shall be compensated at time and one-half their regular rate of pay; Vacation and CTO are not considered time worked for purposes of computing overtime. • Employees who work more than 12 continuous hours shall be compensated at double their 										

	<p>hourly rate for all hours worked in excess of the 12 continuous hours; employees aren't eligible to receive CTO for double-time overtime; double-time overtime does not apply to off-site training events.</p> <ul style="list-style-type: none"> Upon mutual agreement between the supervisor and the employee, the employee may flex their time, so long as it occurs within the same work week which is defined as Saturday through Friday. <p style="text-align: center;">CTO:</p> <ul style="list-style-type: none"> Employees may choose to accrue CTO at time and one-half in lieu of receiving overtime pay. Maximum accrual = 96 hours; City may require the employee to take time off to reduce the accrued hours with a 30-day notice. In the pay period following the annual holiday furlough, the City shall pay the employee up to 40 CTO hours at the employee's regular rate of pay. 				
Education Incentive Pay	<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: center;">Hired BEFORE 7/1/2012:</th> <th style="text-align: center;">Hired 7/1/2012 or AFTER:</th> </tr> </thead> <tbody> <tr> <td> <p>If a degree is not required to meet the minimum qualifications for the position, employees are eligible for education incentive pay as follows:</p> <p>Associate's Degree: \$75 per month Bachelor's Degree: \$125 per month Master's Degree: \$150 per month</p> </td> <td> <p>Employees hired after 7/1/12, are not eligible for education incentive pay.</p> </td> </tr> </tbody> </table>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:	<p>If a degree is not required to meet the minimum qualifications for the position, employees are eligible for education incentive pay as follows:</p> <p>Associate's Degree: \$75 per month Bachelor's Degree: \$125 per month Master's Degree: \$150 per month</p>	<p>Employees hired after 7/1/12, are not eligible for education incentive pay.</p>
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Out-of-Class Pay	<ul style="list-style-type: none"> When the employee is required by the Department Head or designee to perform a majority of the essential duties of a higher classification for at least five (5) consecutive work days, payment shall be 5% above the regular base pay for all hours worked in the higher classification for a minimum of the 1st step and no more than the maximum step of the higher classification. Employee shall be paid retroactive to the first date of the assignment and shall continue for the remainder of the assignment. Assignment to out-of-class positions shall be limited to 960 hours in a fiscal year. 				
Shift Differential Pay	<p>Employee shall receive shift differential of 6% of base pay for all hours worked when one half (1/2) or more of the regularly scheduled work hours fall between the hours of 6 p.m. and 6 a.m.</p>				
Holiday Pay	<p>Employees required to work on a scheduled holiday, shall be paid at double-time for all hours worked on the holiday. The employee shall also receive 8 hours of holiday pay or by mutual agreement may schedule an alternative day off in lieu of holiday pay.</p>				
Standby Pay	<p>Employees shall receive \$3.00 per hour for each hour required to be on standby; standby hours are not included in hours worked for overtime pay calculations.</p>				
Health and Welfare					
Health/Retiree Health	<ul style="list-style-type: none"> The City shall contribute up to \$1,093 per month towards health care insurance for active employee and retirees. Effective 1/1/19, the City shall contribute up to \$1,200 per month towards health care insurance for active employees and retirees. The City has agreed to guarantee retirees as of 6/30/18, and those who retire during the term of this MOU, (7/1/18-6/30/21) a minimum of \$1,200 per month City contribution towards post-retirement health benefits. 				
Family Dental Plan	<p>City Paid</p>				
Family Vision Plan	<p>Effective 1/1/19, the City will include up to \$250.00 for the cost of eyeglass frames every 24 months. (City Paid).</p>				

Flexible Spending	The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: <ul style="list-style-type: none"> • Health Care Expenses • Dependent Care Expenses
Life and AD&D Insurance	\$50,000 (City Paid)
Long Term Disability (LTD)	Up to 50% of your monthly pre-disability earnings, up to the maximum of \$6,000, less deductible sources of income; 90 day waiting period. (City paid)
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.
Short Term Disability (SDI)	1.0% tax to maximum taxable wage limit, may adjust annually (City paid).
Social Security	City Employees do not contribute to Social Security (FICA).
Reimbursements	
Health Coverage Reduction Incentive	Employees with less than full family coverage for health, dental, and vision may receive incentive pay of \$75-\$250 per month.
Meal Reimbursement For Emergency Response	If an employee's normal work day is extended for emergency response duties for a period that exceeds two hours and the employee is not released from work for his/her regular meal time, the City will reimburse the employee for the cost of the meal not to exceed \$30 with a receipt, or provide a meal of equivalent value.
Safety Prescription Glasses	Up to a maximum of \$275 for safety prescription glasses during the term of this agreement.
Safety Shoes	\$300 per year allowance paid in equal payments each pay period for designated classes.
Tool Allowance	Reimbursement of \$500 per year for each employee assigned to the classification of Fleet Services Supervisor and Equipment Mechanic I/II. <u>Note:</u> The Tool Allowance shall be paid annually in the pay period following July 15 th .
Tuition Reimbursement	Reimbursement of \$750 per calendar year maximum, with a pre-approved Education Plan.
Uniform/Safety Jacket	Uniforms and/or a safety jacket are provided by the City for designated classifications.

Retirement & Deferred Compensation

Deferred Compensation	Two plans offered – Nationwide and ICMA	
	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:
	\$100 per month City match	Not eligible for City contributions
Retirement System	California Public Employee Retirement System (CalPERS)	
	CLASSIC	PEPRA
	<p>CLASSIC PERS Member Formula – 2% @ 55</p> <p>Employee's contribute 7% of his/her salary towards the employee's retirement contribution, and contribute an additional 1% of his/her salary towards the employer's retirement contribution for a total of 8% of the employee's salary.</p>	<p>PEPRA PERS Member Formula: 2% @ 62 Contributions:</p> <p>Employee's make employee contributions as required by State law and contribute an additional 1% of his/her salary towards the employer's retirement contribution</p>
	<p>PEPRA PERS Member: Average of 3 highest years of service compensation as required by law Survivor's Benefit, 4th Option Credit for Unused Sick Leave</p>	
	<p>CLASSIC PERS Member: Single highest year compensation Survivor's Benefit, 4th Option Credit for Unused Sick Leave</p>	

Leaves

Bereavement Leave	Up to 3 working days (24 hours) for purposes of bereavement following the death of a covered relative or domestic partner. Upon the employee's request an additional 2 days (16 hours) may be charged to accrued sick leave for the purpose of bereavement.																											
Holidays	<p>10 days per year.</p> <p><u>Note:</u> A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.</p> <p>Employees assigned to be on stand-by during the holiday furlough shall have the option of working during this period.</p>																											
Sick Leave	<p>12 days (96 hours) per year – no accrual limit</p> <p>Upon separation in good standing for any reason other than service or disability retirement, and after completing five (5) years of employment with the City, an employee will be paid 20% of his/her accrued sick leave.</p> <p>At retirement, sick leave is converted to retirement service credit.</p>																											
Vacation	<p>Days Earned Per Years of Service:</p> <table style="margin-left: 40px; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>YEAR</u></th> <th style="text-align: left;"><u>DAYS/YEAR</u></th> <th style="text-align: left;"><u>MAX ACCRUAL</u></th> </tr> </thead> <tbody> <tr><td>1 year</td><td>15 days</td><td>232 hours</td></tr> <tr><td>2 years</td><td>16 days</td><td>232 hours</td></tr> <tr><td>3 years</td><td>17 days</td><td>232 hours</td></tr> <tr><td>4 years</td><td>18 days</td><td>232 hours</td></tr> <tr><td>5 years</td><td>20 days</td><td>232 hours</td></tr> <tr><td>10 years</td><td>23 days</td><td>252 hours</td></tr> <tr><td>15 years</td><td>25 days</td><td>272 hours</td></tr> <tr><td>20+ years</td><td>27 days</td><td>312 hours</td></tr> </tbody> </table> <ul style="list-style-type: none"> The City reserves the right to require employees who have a vacation balance above their maximum accrual to take time off. The City must allow the employee at least 30 days to make arrangements to reduce their accrued vacation hours prior to December 31st each year. Employees who reach their maximum accrual are not entitled to cash payment for any hours exceeding the maximum accrual. After the first year of service, each employee must take one vacation period of no less than 5 consecutive work days during the calendar year. 	<u>YEAR</u>	<u>DAYS/YEAR</u>	<u>MAX ACCRUAL</u>	1 year	15 days	232 hours	2 years	16 days	232 hours	3 years	17 days	232 hours	4 years	18 days	232 hours	5 years	20 days	232 hours	10 years	23 days	252 hours	15 years	25 days	272 hours	20+ years	27 days	312 hours
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	<ul style="list-style-type: none">• An employee who is rehired into an AFSCME classification within 179 calendar days of separating from the City in an AFSCME classification will accrue the same amount of vacation per year as they had been accruing at the time of separation.
Probationary Period	Initial: 12 months Promotional: 6 months