

Tentative Agreement 8-7-2019

COMPENSATION AND RETIREMENT

4.1.1 Salaries

Effective the first full pay period following ratification by the Union, and approval by the Novato City Council, unit members shall receive a general wage adjustment of 2.5%.

4.7 Longevity Step

Effective the first full pay period following ratification by the Union, and approval by the Novato City Council, unit members shall receive longevity pay based on the following schedule:

- a. 1.0% will be added to base pay and shall commence at the beginning of the 10th year of service to the City
- b. An additional 1.0% (total of 2.0%) will be added to base pay and shall commence at the beginning of the 15th year of service to the City
- c. An additional 1.0% (total of 3.0%) will be added to base pay and shall commence at the beginning of the 20th year of service to the City
- d. An additional 1.0% (total of 4.0%) will be added to base pay and shall commence at the beginning of the 25th year of service to the City
- e. An additional 1.0% (total of 5.0%) will be added to base pay and shall commence at the beginning of the 30th year of service to the City
- f. An additional 1.0% (total of 6.0%) will be added to base pay and shall commence at the beginning of the 35th year of service to the City

4.8 Lump Sum

Effective the first full pay period following ratification by the Union and approval by the Novato City Council, each permanent unit member, hired before January 1, 2019, shall receive a \$2,500 lump sum payment.

Effective the first full period following July 1, 2020, each permanent unit member shall receive a \$2,500 lump sum payment.

Effective the first full period following January 1, 2021, each permanent unit member shall receive a \$1,000 lump sum payment.

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For lump sum payments in this section, a permanent, part-time employee shall receive a pro-rated payment. Pro-rating shall be based on regular (i.e. not overtime) hours divided by 2080.

16.4 Pension Contribution

Effective the first full pay period following ratification by the Union and approval by the Novato City Council, Tier I and Tier II employees shall contribute 2.5% towards the employer share of PERS contributions resulting in a total employee contribution of 9.5%.

13.4 Special Leave Days

Effective the first full pay period following ratification by the Union and approval by the Novato City Council, each unit member who was employed by the City on or before July 1, 2019 shall be credited with two (2) days of special leave. These days must be used only as paid days off and must be used by June 30, 2021.

10.3 VACATION REDEMPTION

(a) he/she must have used, in the twelve (12) months immediately preceding his/her anniversary date, not less than eighty (80) vacation hours; at least forty (40) vacation hours must have been scheduled and used consecutively for unit members assigned to work a standard 5/40 work schedule. A minimum of 36 vacation hours is required for unit members who were assigned to a 9/80 alternate work schedule for the majority of the preceding twelve-month period.

(b) he/she must have made an **irrevocable**, written notification to the City (by December 15th of the calendar year preceding the year in which she/he intends to complete the vacation redemption) of the number of vacation hours to be redeemed;

22. DISCIPLINARY ACTION

All disputes arising under this MOU shall be resolved in accordance with the City's adopted disciplinary procedures, as set forth in Resolution 14-99, Rule 11.

Rule-11 of the City's Personnel Rules are inserted into Appendix (XXXX) of this Memorandum of Understanding for informational purposes only.

Upon written request of an employee, to Human Resources, disciplinary actions in the form of written counseling memorandums, notices, written warnings or written reprimands that have been in the employee's personnel file for more than five (5) years, shall be removed to the extent permissible by law, provided the employee has no subsequent additional disciplinary actions or notices placed in their personnel file, since the date of such prior action. Performance evaluations are excluded from this provision.

from date of the adoption of this mon
-Ming
SEIU
for
City

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Agree to City Proposal #7 City Contributions with the following modifications:

~~15.3.2: However, once these "grandfathered" employees enroll into medical coverage with the City they will lose their grandfathered status and should they waive medical coverage again the terms of section 15.3.3 shall apply.~~

~~15.4.1: The employer will be required to reimburse the City via payroll deduction for any such benefit overpayment.~~

~~15.4.2: The City reserves the right to request a new employee attestation of dependent status upon changes of benefit enrollments.~~

Salary Survey

In January 2021 the City will conduct a salary survey of all SEIU bargaining unit positions using the previously agreed to comparator agencies. The survey will be completed no later than February 28, 2021.

Accept City Proposal #4 FMLA and CFRA

Incorporate Previous Tentative Agreements on:

CP3 7/16/19 (Non Discrimination)

CP5 7/16/19 (Savings Clause and Full Understanding)

CP10 7/16/19 (Safety Incentive Program)

CP11 7/16/19 (Custodians)

Exclusive Representation 8/7/19

Union Rights 8/7/19

All City or Union proposals not included in this Tentative Agreement are hereby withdrawn

~~SEIU Local 1021~~


Michael Vioria

City of Novato

Bruce Rudd

Date: 8/7/2019

Date: 8/2/19

