

**City of Novato  
Engineers Group (Unit E)  
Tentative Agreement Summary**

The following summarizes changes in terms and conditions for the Engineers Group (Unit E) for Fiscal Years 2019/2020 and 2020/2021.

**Term**

Two (2) years

**Wages and Compensation**

Effective the first full pay period following approval by the Novato City Council, Unit members, shall receive the following:

- General wage adjustment of 2.5%.

Effective the first full pay period following approval by the Novato City Council, Unit members, shall receive the following:

- One-time lump sum retention bonus of \$2,500.
- Effective July 1, 2020, a one-time lump sum retention bonus of \$2,500 to each member hired prior to July 1, 2019
- Effective January 1, 2021, a one-time lump sum retention bonus of \$1,000 to each member hired prior to July 1, 2019.

**Retirement Contribution (City Proposal)**

- Effective the first full pay period following approval by the Novato City Council, CALPERS "Classic" Tier I and Tier II Unit members shall contribute 2.5% in additional retirement contributions in the same pay period as the above referenced 2.5% base wage increase is effective.

**Medical Contributions Rates (City Proposal)**

- Employee Only
  - \$1,050 per month or the amount of Kaiser North premium, whichever is greater
- Employee Plus One
  - \$1,725 per month or the amount of Kaiser North premium, whichever is greater
- Employee Plus Two or More
  - \$1,975 per month or the amount of Kaiser North premium, whichever is greater

**Rate and Method of Compensation**

- A total of ninety (90) hours of Professional leave may be accrued in a fiscal year, of which forty-five (45) hours may be cashed out at any time.

