

City of Novato  
Exempt Confidential Management Employee (Unit F)  
Proposed Tentative Agreement Summary

**Term**

- Two (2) years

**Wages and Compensation**

- Effective the first full pay period following approval by the Novato City Council, unit members shall receive a general wage adjustment of 2.5%. In addition, the City will provide a one-time lump sum retention bonus of \$2,500.
- Effective July 1, 2020, the City will provide a one-time lump sum retention bonus of \$2,500 to each member hired prior to July 1, 2019.
- Effective January 1, 2021, the City will provide a one-time lump sum retention bonus of \$1,000 to each member hired prior to July 1, 2019.
- One-time salary adjustment of 3.0% for Executive Assistant/Deputy City Clerk classification in recognition of the additional role, responsibilities and associated duties.
- Unit members are eligible to receive up to 108 hours of Administrative Leave annually (currently at 90 hours). Unit members may cash out up to 50% of Administrative Leave at any time during the fiscal year that it is earned. In addition, Administrative Leave can be taken in increments of one hour once leave balance is ten (10) hours or less.
- Continuation of two (2) "Special Leave Days" each fiscal year that must be used in the year that they are earned. Unit members may cash out Special Leave Days at any time during the fiscal year that it is earned. This is a "one-time only" benefit that expires on June 30, 2021 and is not guaranteed beyond the term of this agreement.
- Unit members Educational Incentive will be increased from \$750 to \$1,250 per fiscal year

**Retirement Contribution (City Proposal)**

- Effective the first full pay period following approval by the Novato City Council, unit members shall contribute 2.5% additional retirement contribution for CalPERS "Classic" Tier 1 and Tier 2 employees 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

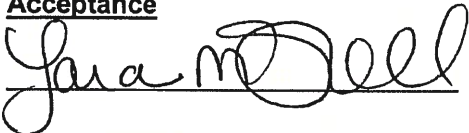
**Other**

- Reduce qualifying period for "Acting Pay" from ten (10) workdays to 40 hours worked
- The City will create and implement a pilot "Tele-Commute program" by November 1, 2019. The City will evaluate the program during the term of this agreement to determine if it will continue beyond June 30, 2021.
- All Unit members will be enrolled in State Disability Insurance program as soon as reasonably possible.
- Both parties mutually agree to eliminate or revise existing language and/or provisions that are no longer applicable, outdated (e.g., FMLA, Sick Leave, Vacation cap/credit, paternity leave), or permissible under federal or state law.

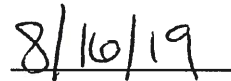
**Miscellaneous**

- The City withdraws all other proposals not referenced within this Tentative Agreement
- The City rejects all other proposals from Unit F, except those referenced within this Tentative Agreement

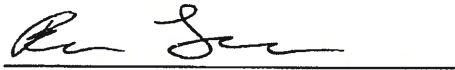
**Acceptance**



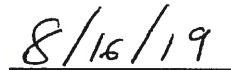
Unit F representative



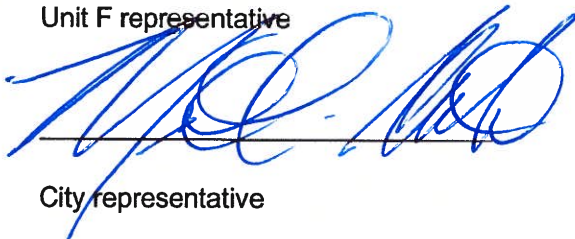
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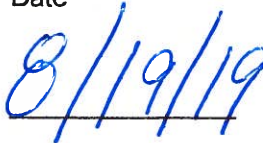
Unit F representative



Date



City representative



Date

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City representative

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