

City of Soledad Tentative Agreement

Mid Management Unit

Terms:

1. **Length of Agreement:** Two year contract. July 1, 2013 – June 30, 2015

2. **Stipend**
2.5% PERS-able one time stipend, payable in one lump sum on pay period of December 13, 2013.

3. **Rescind furloughs:** Restoration, back on regular workweek.

For clarification, below is the previous language on the 32 hours of furlough

For Fiscal Year 2012-13, the thirty-two (32) hours salary reduction will be amortized over all pay periods between July 1, 2012 through June 30, 2013 by way of sixteen (16) hours from July 1, 2012 to December 31, 2012 and sixteen (16) hours from January 1, 2013 to June 30, 2013.

Which means the City does not owe additional days off. The deduction for hours between January 1, 2013 and June 30, 2013 was for the time off taken in December 2012.

4. **License/Certifications:**

Added incentive pay for laboratory license (Section 6 (H) of the MOU)

5. **Retirement PERS:**

Employees contribute an additional 2% to employee contribution, effective first pay period after ratification (approx. Oct 2nd) as it will have to be brought before Council.

6. **Sick leave cash out:**

New employees (hired after the ratification of this MOU and approval by the City Council) may cash out up to half of accrued sick leave upon resignation or termination, to a maximum of 60 hours in the case of resignation, and 120 hours in the case of retirement. Current members at the signing of this MOU will be entitled to a maximum of 120 hours in the case of resignation, and 240 hours in the case of retirement

7. **Health Insurance:**

Status quo – no change, City will maintain current contributions and will absorb any additional increases year one. Year two, City will absorb any increases for second year up to 15%. Should cost exceed 15% employees will absorb increase beyond the 15%.

8. **Administrative Leave:**

Increase accruals from 32 to 40 hours per year for exempt Mid-Management group.

