

**CITY PACKAGE PROPOSAL -  
May 20, 2014**

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MOU SECTION	CITY PROPOSAL																		
<b>Term (2)</b>	2 years, 1/1/14- 12/31/15																		
<b>Extra Shift Pay (3.5)</b>	<p>Amend Section 3.5.1 as follows:</p> <p>Battalion Chiefs are eligible to backfill (1) when a Battalion Chief is on leave. If assigned staffing on all shifts goes above two more than minimum staffing, the chief, at his/her discretion shall have the ability to suspend this section of the agreement, (2) when other Battalion Chiefs are assigned to a Cal OES incident, or when other Battalion Chiefs are assigned to an American Canyon incident; and/or (3) at the Fire Chief's discretion.</p> <p>Extra shift will be paid at time-and-one-half of the hourly base rate for a Battalion Chief.</p>																		
<b>Joint Compensation Survey (3.6)</b>	<p>City is amenable to carrying language over into new MOU with the following revisions:</p> <p>Each party will select a comparability consultant on or before March 1, 2015; and</p> <p>The consultants will gather data for the survey and issue a joint report of the survey results by no later than August 1, 2015.</p>																		
<b>Insurance (13.1)</b>	<p>Effective the first full pay period following adoption, medical rates will be:</p> <p>FY 13/14, City will contribute the following amounts, or 85% of Kaiser (whichever is higher).</p> <table data-bbox="568 1533 990 1638"> <tr> <td>Employee only</td> <td>\$ 578.00</td> </tr> <tr> <td>Employee plus one</td> <td>\$1,157.00</td> </tr> <tr> <td>Family</td> <td>\$1,539.00</td> </tr> </table> <p>FY 14/15, 8% increase to the defined contribution, or 85% of Kaiser (whichever is higher).</p> <table data-bbox="568 1722 990 1816"> <tr> <td>Employee only</td> <td>\$ 625.00</td> </tr> <tr> <td>Employee plus one</td> <td>\$1,250.00</td> </tr> <tr> <td>Family</td> <td>\$1,662.00</td> </tr> </table> <p>FY 15/16, 8% increase to the defined contribution, or 85% of Kaiser (whichever is higher).</p> <table data-bbox="568 1900 990 1995"> <tr> <td>Employee only</td> <td>\$ 675.00</td> </tr> <tr> <td>Employee plus one</td> <td>\$1,350.00</td> </tr> <tr> <td>Family</td> <td>\$1,795.00</td> </tr> </table>	Employee only	\$ 578.00	Employee plus one	\$1,157.00	Family	\$1,539.00	Employee only	\$ 625.00	Employee plus one	\$1,250.00	Family	\$1,662.00	Employee only	\$ 675.00	Employee plus one	\$1,350.00	Family	\$1,795.00
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<b>Insurance (13.4)</b>	Effective July 1, 2014, the City will contribute the following amounts for dental benefits: Employee only                 \$ 52.85 Employee plus one           \$ 89.86 Family                           \$ 137.43
<b>Holidays (8)</b>	Increase Christmas Eve Holiday to 8 hours (ongoing).
<b>Bereavement Leave (10)</b>	Add registered domestic partner, brother-in-law, sister-in-law, and stepparents to definition of immediate family.
<b>Vacation (12.2)</b>	The maximum annual carry-over of accrued vacation is two hundred eighty (280) hours for forty (40) hours members and three hundred ninety-two (392) hours for shift members, unless otherwise approved by the City Manager. Shift members with maximum accrued vacation hours may cash out annually up to 112 hours of vacation. Members assigned to a 40-hour schedule with maximum accrued vacation hours may cash out annually up to 80 hours of vacation.
<b>Retirement – Cost Share (14.1.7)</b>	The City is willing to process a PERS contract amendment for the additional 5.5% the members are contributing to the employer rate. MOU language will be adjusted to include a formula modification that adds protection to the City should the rates drop, including the ability to re-negotiate the formula to protect the City's contribution. (i.e., the cost-sharing formula would be 50% of the total employer and employee rate between 30 and 41%).
<b>Health Reimbursement Arrangement (HRA) (15.4)</b>	Delete 15.4.1 (a) and (b) Delete 15.4.2(b)

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<b>Closure Days</b>	<p>In lieu of actual time-off for closure days, the City and NCFO have agreed to the following:</p> <p>For FY14/15, NCFO members will receive a one-time contribution into their HRA account of 0.75% of base salary, which the City will remit to the third party administrator effective the pay period beginning July 5, 2014.</p> <p>For FY15/16, NCFO members will receive a one-time contribution into their HRA account of 0.75% of base salary, which the City will remit to the third party administrator effective the pay period beginning July 4, 2015.</p>
<b>General Clean-up</b>	<p>Remove/revise obsolete date references, PEPRA language for Members in the 3<sup>rd</sup> tier, delete 3.1, etc.</p>

**Any items/provisions not explicitly addressed in this package proposal remain status quo.**

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For the NCFO:

  
\_\_\_\_\_  
John Callanan, Chief Negotiator

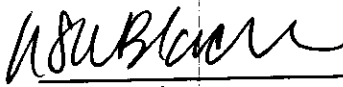
5/20/14

For the City:

  
\_\_\_\_\_  
Nancy Weiss, Assistant City Manager

5/20/14

**ATTEST:**

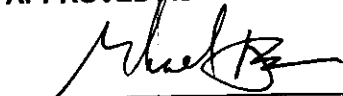
  
\_\_\_\_\_  
Lisa Blackmon, Deputy City Clerk

*For*    
DOROTHY ROBERTS, City Clerk

**COUNTERSIGNED:**

  
\_\_\_\_\_  
(Signature)  
SASHA PAYASLIAN, Deputy City Auditor

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
(Signature)  
MICHAEL W. BARRETT, City Attorney