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MOU SECTION	CITY PROPOSAL																		
Term (2)	2 years, 1/1/14- 12/31/15																		
Compensation (3)	<p>Salary increases will be effective with the pay periods beginning on the following dates:</p> <p>1/18/14 providing an affirmative vote of a Tentative Agreement and approval by the City Council, is completed by 1/24/14 = 1.25%</p> <p>7/05/14 = 1.25%</p> <p>1/03/15 = 1.25%</p> <p>7/04/15 = 1.25%</p> <p>Salary surveys remain for informational purposes only.</p>																		
Health and Welfare – Medical (4.1)	<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 style="margin-left: 20px;"> <tr> <td>Employee only</td> <td style="text-align: right;">\$ 578.00</td> </tr> <tr> <td>Employee plus one</td> <td style="text-align: right;">\$1,157.00</td> </tr> <tr> <td>Family</td> <td style="text-align: right;">\$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 style="margin-left: 20px;"> <tr> <td>Employee only</td> <td style="text-align: right;">\$ 625.00</td> </tr> <tr> <td>Employee plus one</td> <td style="text-align: right;">\$1,250.00</td> </tr> <tr> <td>Family</td> <td style="text-align: right;">\$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 style="margin-left: 20px;"> <tr> <td>Employee only</td> <td style="text-align: right;">\$ 675.00</td> </tr> <tr> <td>Employee plus one</td> <td style="text-align: right;">\$1,350.00</td> </tr> <tr> <td>Family</td> <td style="text-align: right;">\$1,795.00</td> </tr> </table> <p>Cash in lieu – status quo</p> <p>City will pay the administrative fees associated with the Flexible Spending Account (FSA).</p>	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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January 13, 2014 – updated January 15, 2014 by AMP

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Health and Welfare - Dental (4.2)	Effective July 1, 2014, the City will contribute the following amounts for dental benefits: <table border="0"> <tr> <td>Employee only</td> <td>\$ 52.85</td> </tr> <tr> <td>Employee plus one</td> <td>\$ 89.86</td> </tr> <tr> <td>Family</td> <td>\$ 137.43</td> </tr> </table>	Employee only	\$ 52.85	Employee plus one	\$ 89.86	Family	\$ 137.43
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Employee plus one	\$ 89.86						
Family	\$ 137.43						
Retirement (5.8b)	If the PERS Employer rate falls below 23.122% between January 1, 2014 and December 31, 2015 the difference of up to 2% will reduce the Employee's contribution to the Employer's PERS obligation, described in this section.						
Retirement – Supplemental Payments (5.10)	Upon notification prior to retirement, the City agrees to defer supplemental retiree health payments up until the age of Medicare eligibility. Supplemental payments will not be banked during the deferral period. When the retiree initiates implementation of the retiree supplemental payments, the monthly amount will not exceed the amount provided for in the MOU at the time of retirement.						
Vacation (8)	For the term of this MOU, AMP Bargaining Unit Members may cash out vacation under the following circumstances: <ul style="list-style-type: none"> • When accrued vacation balance reaches an amount between 220- 279 hours may cash out up to 40 hours • When accrued vacation balance reaches and amount in excess of 279 hours may cash out up to 80 hours. <p>Only one of these options may be exercised per calendar year, upon the employee's request.</p>						
Bereavement Leave (10)	Add brother-in-law, sister-in-law, and stepparents to definition of immediate family.						
Acting and Out of Class Pay (13)	Incorporate language to address Members' working in classifications outside the AMP bargaining unit that are not a temporary upgrade to a higher classification.						
Holidays (15)	Add ½ day for Christmas Eve.						
General Clean-up	Remove/revise obsolete date references, PEPRA language for Members in the 3 rd tier, SDI language, etc. Delete Sections 28, 30 and 35						
Side Letters	Incorporate all relevant, ongoing side letter language.						

CITY PACKAGE PROPOSAL - CONFIDENTIAL

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MOU SECTION	CITY PROPOSAL
Equivalency (parity) Clause	If during the term of this Memorandum, if the City reaches agreement with the NCEA Bargaining group which has a net impact in terms of changes to wages, benefits, stipends or allowances which exceeds the 5.09% maximum net impact cost in terms of changes of wages and/or benefits mandated by City Council under this agreement, AMP Bargaining Unit Members shall receive an equivalent benefit which shall be negotiated by the parties.

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

For AMP:

For the City:

Cindy Bannister 1/16/14

 Cindy Bannister, Chief Negotiator

Nancy Weiss 1-16-2014

 Nancy Weiss, Assistant City Manager

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ATTEST:

(Signature)
DOROTHY ROBERTS, City Clerk

COUNTERSIGNED:

(Signature)
SASHA PAYASLIAN, Deputy City Auditor

APPROVED AS TO FORM:

(Signature)
MICHAEL W. BARRETT, City Attorney