

## City of Emeryville/MESA Employee Benefits

02/24/21

Benefit Category	<a href="#">Service Employees International Union (SEIU), Local 1021 MOU</a>	<a href="#">Confidential, Administrative, Managerial and Professional (CAMP) MOU</a>	<a href="#">Emeryville Police Officers' Association (EPOA) MOU</a>	<a href="#">Unrepresented Employees</a>
<b>MOU Term</b>	7/1/19 - 6/30/21 (pg. 36)	7/1/19-6/30/22 (pg. 25)	7/1/19-6/30/22 (pg. 35)	7/1/16
<b>Scheduled Wage Increases</b>	7/1/19: 3.25% 7/1/20: 3% (pg. 31)	7/1/19: 3% 7/1/20: 3% 7/1/21: 2%  CAMP has "me too" with SEIU if annual or cumulative total adjustment exceeds CAMP adjustments. (pg. 5)	7/1/19: 3% 7/1/20: 3% 7/1/21: 2.75% (pg. 22)	
<b>Non-Pensionable Lump-Sum Payments</b>	6/30/20: \$750 6/30/21: \$750*  *If financial portion of MOU Section 15.1 is met, payment will be made. (pg. 31)	N/A	N/A	N/A
<b><a href="#">Medical Insurance Premiums for 2021</a></b> <b>Provider: CalPERS</b>  <b><a href="#">2021 Medical Plan Summary</a></b>	City paid maximum monthly premium: Employee Only      \$735.11 2-Party                \$1,470.23 Family                 \$1,911.32 (pgs. 25-26)	City paid maximum monthly premium: Employee Only      \$735.11 2-Party                \$1,470.23 Family                 \$1,911.32 (pg. 7)	City paid maximum monthly premium: Employee Only      \$735.11 2-Party                \$1,470.23 Family                 \$1,911.32 (pgs. 4-5)	City paid maximum monthly premium: Employee Only      \$735.11 2-Party                \$1,470.23 Family                 \$1,911.32 (pg. 3)
<b><a href="#">Dental Insurance Premiums for 2021 and Plan Information</a></b> <b>Provider: Delta Dental</b>	City paid monthly premium: <u>Delta Dental PPO:</u> Single                    \$56.14 2-Party                    \$88.40 Family                     \$129.86  <u>DeltaCare HMO:</u> Single                     \$16.79 2-Party (child)         \$28.81 2-Party (spouse)       \$29.02 Family                     \$41.82 (pg. 26)	City paid monthly premium: <u>Delta Dental PPO:</u> Single                    \$56.14 2-Party                    \$88.40 Family                     \$129.86  <u>DeltaCare HMO:</u> Single                     \$16.79 2-Party (child)         \$28.81 2-Party (spouse)       \$29.02 Family                     \$41.82 (pgs. 7-8)	City paid monthly premium: <u>Delta Dental PPO:</u> Single                    \$56.14 2-Party                    \$88.40 Family                     \$129.86  <u>DeltaCare HMO:</u> Single                     \$16.79 2-Party (child)         \$28.81 2-Party (spouse)       \$29.02 Family                     \$41.82 (pgs. 6-7)	City paid monthly premium: <u>Delta Dental PPO:</u> Single                    \$56.14 2-Party                    \$88.40 Family                     \$129.86  <u>DeltaCare HMO:</u> Single                     \$16.79 2-Party (child)         \$28.81 2-Party (spouse)       \$29.02 Family                     \$41.82 (pgs. 3-4)

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<a href="#">Vision Insurance Premium for 2021 and Plan Information</a> <b>Provider: Vision Service Plan (VSP)</b>	City paid monthly premium: \$23.04  EE pays \$25 deductible (pg. 26)	City paid monthly premium: \$23.04  EE pays \$25 deductible (pg. 8)	City paid monthly premium: \$23.04  EE pays \$25 deductible (pg. 7)	City paid monthly premium: \$23.04  EE pays \$25 deductible (pg. 4)
<b>Chiropractic Care</b>	N/A	N/A	City paid \$250 per year per family.	N/A
<b>Alternative Health Benefit/Opt-out for Flexible Benefits/Cash in Lieu of Medical</b>	City pays one-half (1/2) of the monthly 2-party medical cap, paid as taxable income <u>or</u> deferred comp.  <i>Proof of other group medical coverage is required to receive benefit.</i>  2021 = \$735.11 (pg. 27)	City pays one-half (1/2) of the monthly 2- party medical cap, paid as taxable income <u>or</u> deferred comp.  <i>Proof of other group medical coverage is required to receive benefit.</i>  2021 = \$735.11 (pg. 11)	City pays one-half (1/2) of the monthly 2- party medical cap, paid as taxable income <u>or</u> deferred comp.  <i>Proof of other group medical coverage is required to receive benefit.</i>  2021 = \$735.11 (pg. 6)	City pays one-half (1/2) of the monthly 2- party medical cap, paid as taxable income <u>or</u> deferred comp.  <i>Proof of other group medical coverage is required to receive benefit.</i>  2021 = \$735.11 (pgs. 7-8)
<a href="#">Flexible Spending Account for Health Care &amp; Dependent Care for 2021</a> <b>Provider: American Fidelity</b>	EE may contribute up to \$5,000 per year for dependent care expenses and \$2,750 for out-of-pocket healthcare expenses. (pgs. 28-29)	EE may contribute up to \$5,000 per year for dependent care expenses and \$2,750 for out-of-pocket healthcare expenses. (pg. 10)	EE may contribute up to \$5,000 per year for dependent care expenses and \$2,750 for out-of-pocket healthcare expenses. (pgs. 4-5)	EE may contribute up to \$5,000 per year for dependent care expenses and \$2,750 for out-of-pocket healthcare expenses. (pg. 6)
<b>Employee Assistance Program (EAP)</b> <b>Provider: Mental Health Network</b>	City paid: \$2.40 per EE per month; provides 5 face-to-face sessions <u>or</u> telephonic <u>or</u> web-video consultations for problem-solving support per incident, per calendar year. (pg. 35)	City paid: \$2.40 per EE per month; provides 5 face-to-face sessions <u>or</u> telephonic <u>or</u> web-video consultations for problem-solving support per incident, per calendar year. (pg. 13)	City paid: \$2.40 per EE per month; provides 5 face-to-face sessions <u>or</u> telephonic <u>or</u> web-video consultations for problem-solving support per incident, per calendar year. (pg. 9)	City paid: \$2.40 per EE per month; provides 5 face-to-face sessions <u>or</u> telephonic <u>or</u> web-video consultations for problem-solving support per incident, per calendar year. (pg. 10)
<b>Medicare</b> (Applies to those hired on or after 3/31/86)	City pays 1.45% and EE pays 1.45% of taxable income.	City pays 1.45% and EE pays 1.45% of taxable income.	City pays 1.45% and EE pays 1.45% of taxable income.	City pays 1.45% and EE pays 1.45% of taxable income.
<b>Retiree Medical, Dental, and Vision Premiums</b>	Eligible after 11 or more years of service. Maximum paid monthly: <u>Medical</u> Retiree Only                      \$153.00	Eligible after 11 or more years of service. Maximum paid monthly: <u>Medical</u> Retiree Only                      \$153.00	Eligible if have passed probation and have 5 years of CalPERS service. Maximum paid monthly:	Eligible after 11 or more years of service. Maximum paid monthly: <u>Medical</u> Retiree Only                      \$153.00

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	Retiree + 1            \$286.00 Retiree + 2 or more    \$363.00	Retiree + 1            \$286.00 Retiree + 2 or more    \$363.00	<u>Medical</u> Retiree Only            \$182.75 Retiree + 1            \$352.75 Retiree + 2 or more    \$463.25	Retiree + 1            \$286.00 Retiree + 2 or more    \$363.00
	<u>Dental</u> Retiree Only            \$20.00 Retiree + 1            \$35.00 Retiree + 2 or more    \$46.06	<u>Dental</u> Retiree Only            \$20.00 Retiree + 1            \$35.00 Retiree + 2 or more    \$46.06	<u>Dental</u> Retiree Only            \$21.57 Retiree + 1            \$40.15 Retiree + 2 or more    \$56.59	<u>Dental</u> Retiree Only            \$20.00 Retiree + 1            \$35.00 Retiree + 2 or more    \$46.06
	<u>Vision</u> Retiree Only            \$5.00 Retiree + 1            \$8.68 Retiree + 2            \$8.68 (pgs. 30-31)	<u>Vision</u> Retiree Only            \$5.00 Retiree + 1            \$8.68 Retiree + 2            \$8.68 (pgs. 12-13)	<u>Vision</u> Retiree Only            \$5.00 Retiree + 1            \$8.68 Retiree + 2            \$8.68 (pgs. 8-9)	<u>Vision</u> Retiree Only            \$5.00 Retiree + 1            \$8.68 Retiree + 2            \$8.68 (pgs. 8-10)
<b>CalPERS Retirement Plans and Employee Contributions</b>	<u>Classic* PERS Members</u> Hired prior to 1/1/12 2% at 55  Hired 1/1/12 or after 2% at 60  Member rate: 7% (EE paid)	<u>Classic* PERS Members</u> Hired prior to 1/1/12 2% at 55  Hired 1/1/12 or after 2% at 60  Member rate: 7% (EE paid)	<u>Classic* PERS Members</u> 3% at 55  Hired 1/1/11 or after 3% at 55  Member rate: 14% (EE paid) (9% plus 5% cost-share)	<u>Classic* PERS Members</u> Hired prior to 1/1/12 2% at 55  Hired 1/1/12 or after 2% at 60  Member rate: 7% (EE paid)
	<u>New* PERS Members</u> Hired after 1/1/13 2% @ 62  Member rate: 7.25% (EE paid)  *as defined by CalPERS (pg. 25)	<u>New* PERS Members</u> Hired after 1/1/13 2% @ 62  Member rate: 7.25% (EE paid)  *as defined by CalPERS Police Mgmt EE's to be the same as POA. (pg. 14-16)	<u>New* PERS Members</u> Hired after 1/1/13 2.7% @ 57 Member rate: 13.75% (EE paid)  *as defined by CalPERS (pg. 20-21)	<u>New* PERS Members</u> Hired after 1/1/13 2% @ 62  Member rate: 7.25% (EE paid)  *as defined by CalPERS (pgs. 10-11)
<b>Public Agency Retirement System (PARS)</b>	N/A	EEs who were formerly members of POA, hired before the effective date of the CalPERS Classic Second Tier are eligible for a supplemental pension benefit. See pg. 15 of MOU for more information.	EEs hired before the eff. date of the CalPERS Classic Second Tier are eligible for a supplemental pension benefit. See pg. 21 of MOU for more information.	N/A

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<b>457 Deferred Compensation Plan</b> <b>Provider: ICMA-RC</b>	EEs may voluntarily participate up to annual IRS maximum.	Eff. 7/1/19, EE shall have City contribution of \$25 in the first full pay period following each full month of employment. EE must be enrolled in City/MESA 457 Plan on the date of payment and must be in paid status each month to be eligible. (pg. 21)	EEs may voluntarily participate up to annual IRS maximum. (pg. 12)	EEs may voluntarily participate up to annual IRS maximum.
<b>CalGOVEBA</b>	N/A	See pg. 14 of MOU for required contribution amounts.	See pgs. 9-10 of MOU for required contribution amounts.	N/A
<b>Life Insurance and Accidental Death and Dismemberment (AD&amp;D) Insurance</b> <b>Provider: Standard</b>	City provides group term life insurance equal to individual EEs annual salary up to \$50,000.  <u>City paid premiums:</u> Life: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary.  Total: \$0.13 per \$1,000 in salary. (pg. 27)	City provides group term life insurance equal to individual EEs annual salary.  <u>City paid premiums:</u> Life: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary.  Total: \$0.13 per \$1,000 in salary. (pg. 8)	City provides group term life insurance equal to individual EEs annual salary up to \$50,000.  <u>City paid premiums:</u> Life: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary.  Total: \$0.13 per \$1,000 in salary. (pgs. 7-8)	City provides group term life insurance equal to individual EEs annual salary.  <u>City paid premiums:</u> Life: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary.  Total: \$0.13 per \$1,000 in salary. (pg. 4)
<b>Supplemental Life Insurance</b> <b>Providers: Standard/American Fidelity</b>	EE may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after-tax payroll deductions. (pg. 27)	EE may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after-tax payroll deductions. (pg. 8)	EE may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after-tax payroll deductions. (pg. 8)	EE may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after-tax payroll deductions. (pg. 4)
<b>Long-Term Disability Insurance</b> <b>Provider: Standard</b>	Benefit provides 60% of monthly salary up to \$10,000, less other income.  <u>City paid premium:</u> \$0.41 per \$100 in monthly salary. (pg. 31)	Benefit provides 60% of monthly salary up to \$10,000, less other income.  <u>City paid premium:</u> \$0.41 per \$100 in monthly salary. (pg. 13)	The provider is California Law Enforcement Authority (CLEA). This is an employee sponsored benefit maintained by POA.	Benefit provides 60% of monthly salary up to \$10,000, less other income.  <u>City paid premium:</u> \$0.41 per \$100 in monthly salary. (pg. 10)

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<p><b>Vacation</b></p>	<p>Hired prior to 7/1/99: 0 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p>Hired on or after 7/1/99: 0 - 4 years: 10 days/year 5 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p>Max. limit 2x annual accrual</p> <p>Callback from Vacation: If an EE is called back from a scheduled vacation, the EE shall be credited w/the unused vacation hours and shall have the opportunity to take such remaining vacation leave at a time of the EE's choosing w/the DH's approval. The EE's travel costs incurred for changing travel plans and returning to work shall be reimbursed except in instances of a declared City, State or National Emergency.</p> <p>Vacation Requests: Requests by a represented EE for vacation leave shall be subject to management approval. The DH or designee shall respond to vacation requests in a timely manner and no later than seven (7) working days from the date the request is submitted. (Pgs. 7-9)</p>	<p>Hired prior to 7/1/98: 0 - 9 years: 15 days/year 10 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p>Hired on or after 7/1/98: 0 - 4 years: 10 days/year 5 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p>City Manager may be credit new EEs with additional weeks per year for relevant service with prior employer.</p> <p>Max. limit 2x annual accrual (pgs. 16-17)</p>	<p>Hired prior to 7/1/00: 0 - 10 years: 120 hours 11 - 20 years: 160 hours 21+ years: 200 hours</p> <p>Hired beginning 7/1/00: 0 - 4 years: 80 hours 5 - 9 years: 120 hours 10 - 20 years: 160 hours 21+ years: 200 hours</p> <p>Max. limit 2x annual accrual (pgs. 12-13)</p>	<p>Hired prior to 7/1/98: 0 - 9 years: 15 days/year 10 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p>Hired on or after 7/1/98: 0 - 4 years: 10 days/year 5 - 9 years: 15 days/year 10 - 20 years: 20 days/year 20+ years: 25 days/year</p> <p>City Manager may be credit new EEs with additional weeks per year for relevant service with prior employer.</p> <p>Max. limit 2x annual accrual (pgs. 11-12)</p>
<p><b>Sick Leave</b></p>	<p>15 days per year, no limit on accrual <u>Sick Leave Cash Out at Separation:</u> Hired prior to 1/1/14: 60% up to 120 days, EE must have been in good standing Hired on or after 1/1/14:</p>	<p>15 days per year, no limit on accrual <u>Sick Leave Cash Out at Separation:</u> Hired prior to 1/1/14: 60% up to 120 days, EE must have been in good standing. Hired on or after 1/1/14:</p>	<p>EE accrue vacation at the rate of one and one-quarter (1-1/4) days per month. <u>Sick Leave Cash Out at Separation:</u> Hired prior to 7/1/14 and completed probationary period: 60% up to 960 hours less 9%</p>	<p>15 days per year, no limit on accrual <u>Sick leave cash out:</u> Hired prior to 1/1/14: 60% up to 120 days Hired on or after 1/1/14: 30% up to 120 days, 10</p>

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	<p>30% up to 120 days, 10 years of continuous service required and EE must have been in good standing</p> <p>Definition of Family: An EEs family member is anyone who is bonded to the EE by blood, marriage, adoption, fostering, partnership or legal guardianship; anyone living in the same household as the EE; and anyone named on a list of chosen relations which identifies the relationship.</p> <p>EES may submit their list of chosen relations to the City upon adoption of this MOU during the week of October 16-23, 2019. Thereafter, the list will be designated upon employment or for current EEs during the medical insurance annual "Open Enrollment" period.</p> <p>This language shall be substituted for the definition of "Immediate Family" on a trial basis for the term of the MOU. The language will expire on June 30, 2021. (pgs. 9-10)</p>	<p>30% up to 120 days, 10 years of continuous service required and EE must have been in good standing. (pgs. 17-18)</p>	<p>CalPERS contribution. EE must have been in good standing.</p> <p>Hired on or after 7/1/14: 60% up to 960 hours less 9% CalPERS contribution. Five (5) years of continuous service required and EE must have been in good standing.</p> <p>EE must notify dispatch two (2) hours prior to start of shift that sick leave will be taken unless it's an emergency.</p> <p>EE may be required to provide medical verification is sick leave exceeds two (2) consecutive days. (pgs. 13-14)</p>	<p>years of continuous service required. (pgs. 12-13)</p>
<p><b>Administrative Leave</b></p>	<p>N/A</p>	<p>EE's not eligible for OT may receive either seven (7) or ten (10) days of leave.</p> <p>An EE may elect to cash out up to ten (10) days of unused leave at their base rate of pay each fiscal year. Admin leave balances are automatically cashed out at the end of each fiscal year. EEs who separate</p>	<p>N/A</p>	<p>Department Heads and Managers – ten (10) days</p> <p>Unused leave may be cashed out end of fiscal year. (pgs. 13-14)</p>

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		service shall have unused Admin leave paid out. (pgs. 18-19)		
<b>Bereavement/ Funeral Leave</b>	Three (3) days, with extension to a total of five (5) days, with approval by Department Head.  Definition of Family: An EEs family member is anyone who is bonded to the EE by blood, marriage, adoption, fostering, partnership or legal guardianship; anyone living in the same household as the EE; and anyone named on a list of chosen relations which identifies the relationship, that the EE has given to the City upon employment or thereafter during the medical insurance annual "Open Enrollment" period.  The following definition of immediate family language will be substituted for the above language on a trial basis for the term of the MOU. This language will expire on June 30, 2021. (pg. 11)	Three (3) days, with extension to a total of five (5) days, with approval by City Manager.	Three (3) days, with extension to a total of five (5) days, with approval by Chief.  (pg. 15)	Three (3) days, with extension to a total of five (5) days, with approval by City Manager.
<b>Maternity, Paternity, and Adoption Leave</b>	EE shall have five (5) days off with pay. (pgs. 12-13)	N/A	N/A	N/A
<b>Catastrophic Leave</b>	EE will need to request leave from the City Manager or designee. <b>Non-probationary</b> EE who is suffering from a catastrophic illness or injury either to their <b>self, their spouse, domestic partner, parent or dependent child are eligible</b> . EEs may donate earned vacation, compensatory time and/or <b>sick time</b> on a	EEs to follow Administrative Instruction 1129.	EEs to follow Administrative Instruction 1129.  (pg. 14)	EEs to follow Administrative Instruction 1129.

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	<p>voluntary basis to another EE.</p> <p><b>Conditions are as follows:</b></p> <p>EE requesting leave must have exhausted all other leave balances available to the EE including earned vacation, earned sick leave and accrued compensatory time to qualify. EE shall specify in their application the number of leave hours they are requesting. If those are exhausted, the EE may file a new application for a specified number of additional hours.</p> <p>Catastrophic Leave may only be used for a qualifying "medical emergency" as provided under applicable federal and state law. As described in U.S. I.R.S. Revenue Ruling 90-29 (1990-1 C.B. 11 , 1990 I.R.B. 5) a "medical emergency" is defined as a medical condition of the EE or a family member of the EE that will require the prolonged absence of the EE from duty and will result in a substantial loss of income to the EE because the EE will have exhausted all paid leave. A family member of the EE includes a spouse, domestic partner, parent or dependent child. State and federal income tax on the value of leave donated shall be deducted from the receiving EEs pay at the time of payment to the EE.</p> <p>The donation of leave hours shall not be reversible. In the event all hours donated are not used for the catastrophic illness</p>		
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	<p>or injury, the balance will remain in the leave bank for subsequent use by eligible EEs with a qualifying catastrophic emergency.</p> <p>All hours donated to a recipient shall be treated as sick leave and subject to the provisions in the MOU regarding the use and payment of same.</p> <p><b>Donated leave time shall be changed to its cash value and then credited to the leave bank.</b> Funds in the Bank will then be available to an eligible recipient in equivalent hours at the recipient's straight time hourly rate of pay.</p> <p>Donating EEs may not reduce their balance of earned vacation below 80 hours by reason of such donations.</p> <p>Donating EEs may not reduce their balance of earned sick below 120 hours by reason of such donations. (pgs.10-11)</p>			
<b>Shift Differential</b>	<p>For represented EE's in the Police Dept, the City shall pay a shift differential of 5% of EE's base wage for hours worked in dispatch between the hours of 1750 (5:50 p.m.) – 0550 (5:50 a.m.). (pg. 7)</p>	N/A	<p>EE assigned to Patrol Division working between 1800 hours and 0600 hours shall receive four percent (4%) of base pay for all hours actually worked during the indicated time period. (pg. 12)</p>	N/A
<b>Acting Pay</b>	<p>For period in excess of one (1) day, acting assignment may be made by DH at that salary step of the classification in which the EE is acting which results in at least a 5% increase. EEs assigned by DH to perform duties of higher classification shall receive pay for each full day of assignment in such</p>	<p>EEs assigned in writing by DH and the CM, to perform all of the ordinary, day-to-day duties of a position of a higher classification for three (3) consecutive days shall be paid an additional five percent (5%) of the regular pay of their own classification, or first step of the higher classification,</p>	<p>EE assigned by Chief or designee to work in a higher classification shall be paid according to Step C of the pay schedule for the next higher rank, provided that the increase shall not be less than five percent (5%).</p> <p>EE must meet Minimum Qualifications of class</p>	

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	<p>higher classification. In the event the EE works more than 40 consecutive hours in the higher classification, the EE shall be paid "acting" pay for the entire period worked in the higher classification.</p> <p>In the event an EE works continuously for the applicable hourly equivalent of one (1) year that is either 1,820 hours for those on a 35 hour per week schedule or 2,080 hours for those on a 40 hour per week schedule, in the higher classification, the EE will be promoted to that classification. Such promoted EE shall be subject to the regular promotion probation requirements.</p> <p>(pgs. 5-6)</p>	<p>whichever is greater, for such time worked in the higher classification.</p> <p>The CM has the sole discretion to appoint an employee to acting (or interim) DH.</p>	<p>assigned. (pg. 11)</p>	
<p><b>Overtime (OT)/Compensatory Time Off (CTO)</b></p>	<p>All work performed in excess of an EEs normal workday or in excess of an EEs normal workweek shall be considered OT. OT may be required of any EE in order to meet special or unusual needs of service. Time spent in any of the leaves listed in Section 4 - Leave of Absence will not count as time worked toward determining an EEs entitlement to OT.</p> <p>Arrangements of OT shall rest solely with the DH or designee. MESA may require EEs to work more than their regularly scheduled workday or workweek.</p> <p>EEs performing compensable OT shall be paid at the rate of 1-1/2 of the EEs straight-time</p>	<p>Non-exempt EEs must work forty (40) hours in a FLSA workweek (thirty-five [35] hours in a designated workweek for EEs permanently assigned to report for work at City Hall) to be eligible for OT.</p> <p>Holidays and compensatory time off used will count as hours worked. Other paid leaves will not count as hours worked.</p>	<p>EE working over forty (40) hours in a work week or in excess of an employee's regularly scheduled work day or on a regularly scheduled day off shall receive OT at one and one-half times (1 ½) employee's straight-time rate of pay.</p> <p>Overtime compensation shall be earned in increments of six (6) minutes.</p> <p>All OT must be approved by supervisor or Watch Commander. (Pgs. 23-24)</p> <p>Compensatory Time: In lieu</p>	<p>N/A</p>

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	<p>hourly rate of pay. <b>Any OT performed in excess of four (4) hours of overtime in a day or on the seventh (7th) consecutive day of work in a seven (7) day period shall be paid at double (2x) the regular rate of pay.</b></p> <p>An EE, with their supervisor's approval, may elect to receive comp time off in lieu of OT. If an EE elects to receive comp time in lieu of OT, such request will not be unreasonably denied; provided, however, no EE shall be permitted to accumulate more than 120 hours of comp time at any time.</p> <p>Accrued comp time may be used, with supervisory approval, when requested by the EE provided twenty-four (24) hours advance notice is given by the EE involved.</p> <p>(pgs. 4-5)</p>		<p>of OT, EE may elect to receive compensatory time at the rate of one and one-half (1 ½) hours for each hour of OT worked.</p> <p>Maximum accumulation 100 hours. The City shall buy-back accumulated comp time off in excess of eighty (80) hours annually during the month of November.</p> <p>(pg. 27)</p>	
<p><b>Standby, Call Back, and Court Pay</b></p>	<p>Standby Pay: Maintenance Worker receives \$6.00/hour on standby. Maintenance Worker will be paid at third step of the Crew Leader at the OT rate of 1.5x Crew Leader if applicable for time worked. Upon arrival at work, EE begins pay at regular rate, or, if applicable, OT 1.5 hourly rate. For hours worked between 11 p.m. – 7 a.m., EE will be paid 2x hourly rate. (pgs. 6-7)</p> <p>Call Back: EE called back to work on a day off, after their regular work shift and has left the work site, shall be paid a</p>	<p>N/A</p>	<p>Standby Pay: EE to receive one-half (1/2) their regular hourly salary rate during the standby period. (pg. 24)</p> <p>Call Back: EEs called back shall receive a minimum of four (4) hours of work or minimum of four (4) hours OT. (pg. 25)</p> <p>Court Overtime: EE to receive one and one-half (1 ½) times their regularly hourly salary rate.</p> <p>EEs who are off-duty or who are</p>	<p>N/A</p>

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	<p>minimum of three (3) hours at 1.5 times EE's regular hourly rate of pay. (pg. 5)</p> <p>Court Pay: EE required to make job-related court appearance on a scheduled day off shall be compensated for a minimum of four (4) hours at 1.5 times EE's regular rate of pay. (pg. 12)</p>		<p>scheduled off and who are required to testify shall receive a minimum four (4) hours OT. Any additional work hours will be compensated at the OT rate. (pgs. 24-25)</p>	
<b>Longevity Pay</b>	N/A	<p>Police Lieutenant position shall have base pay increased by two percent (2%) after completing four (4) years of service in the Lieutenant rank. (pg. 21)</p>	N/A	N/A
<b>Field Training Officer Pay</b>	N/A	N/A	<p>EEs assigned to train and evaluate probationary police officers shall receive five and one-half percent (5 ½%) per day worked in the capacity. (pg. 11)</p>	N/A
<b>Canine Pay</b>	N/A	N/A	<p>EE assigned a canine shall receive five percent (5%) of base pay for assignment, plus additional reimbursable costs identified in the MOU. (pgs. 11-12)</p>	N/A
<b>Educational Incentive</b>	N/A	N/A	<p>EE with AA degree or Intermediate POST cert shall receive 5% of base pay.</p> <p>EE with BA/BS or Advanced POST cert shall receive 7.5% of base pay. (pg. 22)</p>	N/A
<b>Technology Stipend</b>	N/A	<p>EEs that are required to use a personal cell phone for City business shall receive forty dollars (\$40) per month.</p> <p>EE must complete a Cell Phone Authorization form required to begin stipend. (pg. 21)</p>	N/A	<p>EEs that are required to use a personal cell phone for City business shall receive forty dollars (\$40) per month.</p> <p>EE must complete a Cell Phone Authorization form required to begin stipend. (pg. 2)</p>

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<p><b>Tuition Reimbursement</b></p>	<p>EEs may be eligible for reimbursement for course(s) taken and completed. Requires DH approval prior to taking course(s). (pgs. 24-25)</p>	<p>Employees may be eligible for reimbursement for course(s) taken and completed with 'C' grade or better. Requires DH approval prior to taking course(s).</p>	<p>Employees may be eligible for reimbursement for course(s) taken and completed with 'C' grade or better. Requires DH approval prior to taking course(s).</p>	<p>Employees may be eligible for reimbursement for course(s) taken and completed with 'C' grade or better. Requires DH approval prior to taking course(s).</p>
<p><b>Uniform, Shoes, and Tool Allowance</b></p>	<p>Represented Police Department EEs: At initial appt, \$425 for uniform; every October and March, \$475 for uniform maintenance.</p> <p>Public Works Maintenance EEs: At initial appt, \$325 per person per year for uniform and \$275 per year for the purchase of safety shoes. Thereafter in October and March of each year, EE's shall receive \$325 for uniform and \$275 for shoes.</p> <p>Building Inspectors and Senior Building Inspectors; Cal OSHA required safety shoes and equipment.</p> <p>Recreation Assistants and Program Coordinators in Recreation: not fewer than 2 work pants, 2 work shirts and 1 sweatshirt each July.</p> <p>Teachers and Program Coordinators in Child Development: 1 work jacket and 2 work smocks each July.</p> <p>Side Letter Agreement: Teachers and Program Coordinators in the Child Development Center shall be provided with one (1) work jacket, one (1) work smock and</p>	<p>Police Services Manager and Public Works Supervisor receive annual uniform allowance of \$850.</p> <p>Police Chief, Police Captain, Police Lieutenant receive annual uniform allowance of \$1,200.</p> <p>Installments of allowance shall be paid in two installments: one-half (1/2) paid on the first pay date in October and the other half (1/2) on the first pay date in March.</p> <p>(pg. 20)</p>	<p>New EE shall receive the total uniform allowance in one payment.</p> <p>EEs are to receive annual uniform allowance of \$1,400 per year paid in two (2) installments on the first payroll checks in the months of October and March each year.</p> <p>(pg. 10)</p>	<p>N/A</p>

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	one (1) t-shirt each FY beg. 7/1/19 through the term of the MOU. (pg. 32)			
<b>Meal Periods</b>	Police Communication Dispatchers shall receive a thirty (30) minute paid lunch. (pg. 6)	Police Services Manager to be paid a forty (40) minute paid lunch. (pg. 20)	N/A	N/A
<b>Health and Wellness</b>	N/A	EEs will be eligible to participate in City sponsored activities at ECCL at the City resident rate. (pg. 20)	N/A	EEs will be eligible to participate in City sponsored activities at ECCL at the City resident rate. (pg. 11)
<b>Work Week</b>	40 hours/week (Police, Public Works & Community Services/Recreation)  35 hours/week (Administrative Offices) (pg. 4)	40 hours/week (Police, Public Works & Community Services/Recreation)  35 hours/week (Administrative Offices)	40 hours/week	40 hours/week (Police, Public Works & Community Services/Recreation)  35 hours/week (Administrative Offices)
<b>Alternative/Flex Work Schedule</b>	Must be approved by Department Head and City Manager; must be in compliance with Fair Labor Standards Act.  (pg. 4)	Work schedules for each position shall be established by the DH who may change schedules from time to time based on the needs of dept operations.  Flexible schedule requests shall be made in accordance with AI 1125. (pg. 23)	N/A	Only non-sworn employees are eligible.
<b>Holidays</b>  <a href="#">2021 Holiday Calendar</a>	11 + 3* floating holidays  *One additional floating holiday will be provided each FY to be used on the day before Thanksgiving, Christmas Eve or New Year's Eve. May be taken in 1/2 day increments.  Side Letter Agreement: EEs assigned to the Police Dispatch Center who have a regularly scheduled day off on the day	11 observed holidays  2 floating holidays provided each FY. EEs non-exempt from FLSA shall receive one (1) additional floating holiday. EEs that are exempt shall receive one (1) additional floating holiday which may only be used on the day before Thanksgiving, Christmas Eve or New Year's Eve and may be	12 observed holidays, with addition of one (1) floating holiday (Employee's Birthday). Eight (8) hours compensation for each holiday.  EE working in Professional Services unit and is scheduled off work during the holiday shall be compensated for their entire shift as holiday	11 observed holidays + two (2) floating holidays provided each FY.  (pg. 14)

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	before Thanksgiving, Christmas Eve or New Year's Eve and thus would not have the opportunity to utilize the floating holiday opportunity provided by MOU Section [Section 17.6] on those dates, will be afforded the opportunity to use that floating holiday on a subsequent date within the fiscal year that will be scheduled in mutual agreement with the Dispatch supervisor. (pgs. 32-33)	taken in ½ day increments. (pg. 19-20)	pay.(pgs. 15-16)  Holidays during scheduled vacation shall be counted as holiday or EEs may request that they extend their vacation leave by the number of holidays occurring within their scheduled leave or EE may request fewer vacation hours or the EE can be paid cash for the holiday which occurs during the scheduled vacation period. (pg.13)	
<b>Automobile Allowance</b>	N/A	\$275 per month maximum for EEs whose duties require the regular use of their vehicle for City/MESA business. (pg. 20)	N/A	\$275 per month maximum for EEs whose duties require the regular use of their vehicle for City/MESA business. (pg. 10)
<b>Severance Pay</b>	N/A	EEs in "at will" positions are eligible for one (1) week base pay for every year of service up to a maximum of eight (8) weeks of pay when released for non-disciplinary reasons. (pg. 20)	N/A	EEs in "at will" positions are eligible for one (1) week base pay for every year of service up to a maximum of eight (8) weeks of pay when released for non-disciplinary reasons. (pg. 11)
<b>Probation Period</b>	Nine (9) month probationary period with possibility of three (3) month extension.  Police and Child Development position shall have a twelve (12) month probationary period with possibility of	All EEs in non at-will positions shall serve a 12-month probation period. Probation period may be extended three (3) months. (pg. 23)	Police Officers shall serve an 18-month probationary period. Probation period may be extended by six (6) months.  EE promoted to Sergeant shall serve a six (6) month probation	N/A

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	<p>three (3) month extension.</p> <p>Promotional probation period is six (6) months. (pg. 14)</p>		<p>period. Probation period may be extended by six (6) months by Chief. (pg. 23)</p>	
<b>Committees in Progress</b>	<p>Adoptions Program Benefit: Meetings in progress; Multi-lingual Skills: Meetings in progress; and Dispatch Scheduling: Meetings in Progress (pgs. 39-41)</p>	<p>Educational Incentive Program SLA</p>	<p>Joint Labor Mgmt Committee meeting as needed with Chief and HR Director</p>	