RESOLUTION NO. 11845

A RESOLUTION AMENDING THE COMPENSATION AND WORKING CONDITIONS FOR CLASSIFIED NON-MANAGEMENT EMPLOYEES REPRESENTED BY THE EMPLOYEE ORGANIZATION ENUMERATED BELOW

WHEREAS, Title 2, Section 2.12.030(7) of the Campbell Municipal Code requires the City Manager to prepare and submit an annual salary plan to the City Council for its approval; and

WHEREAS, a Memorandum of Understanding (MOU) for salaries, benefits and working conditions has been approved and executed by the authorized representatives of the Campbell Municipal Employees Association and City Council representatives; and

WHEREAS, the City Council of the City of Campbell desires to ratify and adopt the provisions included in the Memorandum of Understanding and side letter attached.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Campbell does hereby approve and ratify the Memorandum of Understanding attached hereto, and made a part hereof.

PASSED AND ADOPTED this 7th day of July 2015, by the following roll call vote:

AYES: Councilmembers: Gibbons, Resnikoff, Kotowski, Baker, Cristina

NOES: Councilmembers: None

ABSENT: Councilmembers: None

APPROVED:

Jeffrey R. Cristina, Mayor

ATTEST:

Wendy Wood, Acting City Clerk

THE FOREGOING INSTRUMENT IS A TRUE AND CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

ATTEST: ANNE BYBEE, CITY CLERK
CITY OF CAMPBELL, CA

BY Wendy Wood Acting City Clerk

DATED 7/10/15

MEMORANDUM OF UNDERSTANDING ON WAGES, EMPLOYEE BENEFITS, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT

Campbell Municipal Employees Association (CMEA)

PARTIES TO UNDERSTANDING

This Memorandum of Understanding is between the authorized representatives of the City Council of the City of Campbell, hereinafter referred to as "City", and the authorized representatives of Campbell Municipal Employees Association, hereinafter referred to as "CMEA".

STATE LAW COMPLIANCE

This Memorandum of Understanding complies with the provisions of the State of California Public Employees Representation Law, as contained in Section 3500 of the Government Code of the State in that the employer-employee representatives noted here did meet and confer in good faith and did reach agreement on those matters within the scope of representation.

This Memorandum of Understanding also complies with Resolution 10016, relating to employer-employee relations, as adopted and amended by the City Council of the City of Campbell.

I. GENERAL CONDITIONS

A. Personnel Rules and Regulations

This Memorandum of Understanding does not modify or change the provisions of the Personnel Rules and Regulations of the City unless a specific reference is made herein to modify or add to the existing Personnel Rules and Regulations.

B. Terms of Understanding

This Memorandum of Understanding embodies all modifications on salaries, hours, employee benefits, and other terms and conditions of employment, for a 24-month term beginning July 1, 2015 and ending June 30, 2017.

C. Existing Benefits Continued

This Memorandum of Understanding does not modify existing salaries, benefits, hours, or terms and conditions of employment contained in the

currently adopted Pay and Classification Plan, except as noted herein. Such benefits and terms of employment remain unmodified and shall continue in full force and effect throughout the term of this Memorandum of Understanding.

D. Benchmarks

Accountant	Building Inspector	Office Assistant
Accounting Clerk	Building Maintenance Worker	Assistant Planner
Assistant Engineer	Executive Assistant	Recreation Coordinator
IT Administrator		Recreation Supervisor

Any special compensation adjustment for a benchmark classification will also be provided to classifications related to the benchmark as set forth below:

Accountant
Senior Accountant

Accounting Clerk I
Accounting Clerk II

Assistant Engineer
Associate Engineer
Junior Engineer
Engineering Aide
Senior Engineering Technician

Building Inspector
Senior Building Inspector
Public Works Inspector
Senior Public Works Inspector
Code Enforcement Officer

Building Maintenance Worker
Building Maintenance Lead Worker
Utility Worker

IT Administrator
IT Technician

Executive Assistant
Office Specialist
Permit Technician
Deputy City Clerk

Office Assistant
Senior Office Assistant

Assistant Planner
Associate Planner
Senior Planner
Administrative Analyst

Recreation Supervisor
Senior Museum Specialist
Senior Services Supervisor

Recreation Coordinator
Nutrition Site Manager
Food Server
Recreation Specialist
Museum Collections Specialist

The survey agencies for CMEA are listed below:

Survey Agencies
Cupertino
Gilroy
Los Altos
Los Gatos

Milpitas
Morgan Hill
Mountain View
Palo Alto
Santa Clara
Saratoga
Sunnyvale

II. COMPENSATION

A. Salary

Effective the first pay period containing July 1, 2015 and July 1, 2016, the salaries of all classifications represented by CMEA shall be increased by two and one half percent (2.5%).

III. OTHER PROVISIONS

A. Benefit Cost Adjustments

For the term of this contract:

The City will be responsible for any increase to the PERS employer contribution rate for the PERS plan.

The City will continue to provide the current dental coverage, including an annual maximum per patient benefit of $2,500, and orthodontia coverage with a $2,500 per patient lifetime.

The City will continue to provide for life insurance.

The City will continue to provide for the Employee Assistance Program.

The City will provide for Long Term Disability Insurance. The maximum benefit is $3,000 per month.

The City will continue to provide for Vision Service Plan (VSP) coverage which includes Progressive Lens coverage.

B. 1. Health Insurance Benefit Program

Effective January 2016, the City will provide a maximum of $125.00 per month for health insurance and $1030.00 per month for a Cafeteria Plan Allowance in an additional Section 125 allotment for health and other optional benefits ($1155 per month total). The maximum cash rebate of the City's contribution will be $945 per month. Any amount over the maximum cash rebate ($945) of

the City's total contribution ($1155) may be applied toward the purchase of additional Cafeteria Plan Benefits ($210).

The City will continue to contract with the California Public Employees Retirement System (CalPERS) for the purpose of providing employees with medical insurance benefits.

The City's maximum monthly contribution for each eligible active employee for the purchase of medical insurance will be equal to the minimum monthly employer contribution required under the Public Employees Medical and Hospital Care Act (PEMHCA).

2. Cafeteria Plan Allowance

The City will maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include, but are not limited to, flexible spending accounts for out-of-pocket medical expenses and dependent care, accident insurance, cancer insurance, heart and stroke insurance, long term care insurance, and life insurance benefits. The City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City-sponsored health benefits under Section B1 of this Article. Any tax consequences resulting from City contributions to the Cafeteria Plan are the sole responsibility of the employee.

Any increase to minimum monthly employer contribution under PEMHCA will result in a corresponding decrease in the employee's Cafeteria Plan Allowance.

C. Tuition Reimbursement

City will continue the tuition reimbursement program as specified in Personnel Rules and Regulations Section 18.3.A, with a maximum reimbursement of $3,000 per year.

CMEA members will be able to use tuition reimbursement money to attend relevant work-related training that is approved by management. Reimbursement will include tuition and class participation materials only.

Employees represented by CMEA may utilize tuition reimbursement for examination fees and related review course fees if pursuing job related certification programs.

D. Deferred Compensation

In recognition of CMEA's concern for future medical insurance costs of prospective CMEA retirees, the City will continue to contribute $50 per pay period to each full time CMEA employee's ICMA Deferred Compensation

account. The contribution for permanent part time CMEA employees will be prorated accordingly.

E. Retiree Award Program

The City will continue the existing Retiree Award Program based on the following criteria and features:

- Minimum retirement age of 50 and retired from the City of Campbell.
- Bills must be submitted to the City in January and July of each year for reimbursement for the prior six months' costs.
- Award will not exceed cost for medical and dental coverage for the retiree only (not dependents) on a reimbursement basis as follows:

  - For employees who have completed at least 17 years of service with the City of Campbell, award will be a maximum $325 per month.
- All other provisions of the Retiree Award Program will remain unchanged.

F. Uniform Allowance

City will provide a uniform allowance in the amount of $600 per year to the following classifications:

Building Maintenance Worker
Building Maintenance Lead Worker
Utility Worker
Recreation Specialist, Facilities

City will provide an allowance of $150 per year to the following classifications for work boots/shoes/hats:

Building Inspector
Senior Building Inspector
Public Works Inspector
Senior Public Works Inspector
Code Enforcement Officer
Associate Engineer
Assistant Engineer

Uniform allowance payments will be made once each fiscal year (in July).

City will provide shoe sleeves for field work to the classifications listed below:

Assistant Planner
Associate Planner
Senior Planner

G. Bilingual Pay

The City will provide bilingual pay at $100 per pay period.

H. Healthy Life-Style Reimbursement

The City will provide for CMEA a healthy life-style reimbursement with the following provisions:

1. Eligibility:
   a. Employee, spouse and dependents.
   b. Any City-sponsored recreation class/program/event offered through the City's recreation activity guide and where the class/program/event is offered during the MOU period.

2. Amount:
   a. A maximum of $4900 per each MOU fiscal year for entire CMEA group.
   b. Reimbursement shall be authorized by at least two CMEA Board Members and final approval through Human Resources.

I. Employee Certifications

Any CMEA employee who has obtained a current Certified Pool Operator Certification and is actively utilizing the certification in the course of employment, shall receive an additional $25 per pay period.

V. RETROACTIVITY

Any compensation adjustments will be effective the first day of the pay period containing July 1, 2015 or unless otherwise indicated. All other proposals will be effective as indicated when an agreement is reached.

VI. RATIFICATION

This M.O.U. is subject to ratification by a majority vote of the employee organization represented herein within ten (10) days of execution by CMEA and by approval of a majority of the City Council of the City of Campbell within twenty (20) days of the date of execution.

EXECUTED THIS 8th DAY OF JUNE 2015 BY THE EMPLOYER-EMPLOYEE REPRESENTATIVES WHOSE SIGNATURES APPEAR BELOW FOR THEIR RESPECTIVE ORGANIZATION.

CITY REPRESENTATIVES	CAMPBELL MUNICIPAL EMPLOYEES ASSOCIATION