

Final Proposal Agreed Upon April 26, 2017 Successor RPVEA MOU Labor Negotiations

Listed below are the terms of the City's Initial Proposal.

1. Personnel Rules

- Set up meetings to meet and confer regarding the proposed revisions to the Personnel Rules (see attached document)
 - ❖ Merging Competitive Personnel Rules with Management Personnel Rules to single document
 - ❖ Adding to Definition of Terms for clarity

2. Employee-Employer Relations (EER)

- Set up meetings to meet and confer regarding the language/provisions to be included in City's first EER Resolution

3. Proposed Unit Modifications

- Remove Executive Assistant classification from RPVEA represented unit and designating it as a "confidential" position
- Add new classification to unit: Cable TV Station Manager (class spec in progress)

4. Effective Dates of Start of New Compensation

- Revise language to specify when compensation changes that affect terms and conditions of employment become effective. See sample language below.
 - ❖ ~~Successor MOU:~~ "Unless otherwise indicated herein, the City of Rancho Palos Verdes' proposals for changes in terms and conditions of employment shall become effective with the first full pay period commencing on or after either City Council adoption of a successor MOU or conclusion of necessary impasse resolution proceedings."
 - ❖ ~~Merit Increases:~~ "The advancement of an employee within a classification's salary range shall have an effective date of the first day of the pay period in which the employee's anniversary date in the classification falls, subject to the City Manager's approval."
 - ❖ COLA: "Effective with the first paycheck in July 2017, the City shall grant an across-the-board increase of __%. Effective with the first paycheck in July 2018, the City shall grant an across-the-board increase of __%. Effective with the first paycheck in July 2019, the City shall grant an across-the-board increase of __%."

Listed below is the City's counter/response to RPVEA's Proposal #2 (dated March 14, 2017). Other proposals may be forthcoming on additional items. References made to the current terms and conditions of the existing RPVEA MOU are for reference purposes only. This counter proposal is a comprehensive package/counter proposal. The provisions contained herein are not separate counter proposals, but are part of the complete package, which must be accepted in its entirety or the existing RPVEA MOU terms and conditions shall be deemed unchanged; however, language that has a sunset will be deemed of no further force and effect.

1. Term

- 3-year contract starting July 1, 2017

2. COLA

- Maintain yearly COLA adjustments
- CPI floor of 1% and ceiling of 2.5%

3. Merit Increases

- Maintain overall annual merit adjustments/merit bonus system
- Revise the percentages to :
 - Meets Expectations (Satisfactory): 1.0% (no change to current percentage)
 - Exceeds Expectations (Good): 2.0-2.5% (currently 2%)
 - Exceptional (Excellent): 3.0-3.5% (currently 3%)

4. Vacation Leave Buyout (no cash-out currently allowed)

- Employees shall be entitled to cash out up to eighty (80) hours per fiscal year provided that the employee maintains fifty percent (50%) of their annual vacation accrual at the time of the buyout. Employees restricted to cash out 1 hour for every 2 hours actually used over the preceding 12 months.

5. **Deferred Comp** ~~(Currently no matching)~~
 - City to match up to sixty dollars (\$60.00) per month per represented employee (in CalPERS designated Tiers 2 and 3) contributions per month towards the City deferred compensation program (457 plan)

6. **Standby Pay** ~~(Currently none offered)~~
 - \$100 per week
 - 2 hours of regular pay for standby on holidays

7. **Callout Pay** ~~(Currently none offered)~~
 - City to pay greater of 2 hours at time and one-half or actual time worked at time and one-half, whichever is greater, for reporting to work on a call-out
 - City to pay the greater of 15 minutes at time and one half or actual time at time and one-half for resolving issues remotely (via phone, computer, etc.)
 - Only non-exempt bargaining unit members shall be eligible for this benefit.

8. **Retirement Health Savings (RHS) Plan**
 - Increase City monthly payment to sixty dollars \$60.00 per pay period
 - For 2018-19 and 2019-20, City shall continue practice of increasing City contribution by the percentage increase in the Consumer Price Index (CPI-U) in the Los Angeles-Riverside-Orange County geographic area for the twelve (12) month - period ending March 2018 and March 2019, respectively.

Proposal Annual Costs

Proposal Annual Costs RPVEA April 26, 2017			
1% VALUE		53,536.00	
COLA	Top 2.50%	\$ 99,717.00	1.86
MERIT	Average 3.00%	2,992.00	0.06
RETIREMENT HEALTH SAVINGS		4,522.00	0.08
DEFERRED COMP		19,440.00	<u>0.36</u>
TOTAL COSTS		<u>126,671.00</u>	<u>2.36</u>