

SUMMARY OF CITY MOU PROPOSAL

MEA MOU

June 24, 2008

1. TERM:

Three (3) year: FY2008-2009 through FY2010-2011

2. SALARY:

July 1, 2008: 4% increase

July 1, 2009: Cost of Living Adjustment (COLA) based on January to January CPI; 2% minimum; 4% maximum

July 1, 2010: Cost of Living Adjustment (COLA) based on January to January CPI; 2% minimum; 4% maximum

3. TUITION REIMBURSEMENT.

Based on the City's emphasis on education, the amount allowed for tuition reimbursement will be increased from \$2,000 to \$2,250 per fiscal year.

MOU language: the current MOU language will be modified to indicate that books required for the courses are covered by the tuition reimbursement benefit.

4. SICK LEAVE:

New (probationary) employees will be allowed to use sick leave (accrued one day per month) during the first six (6) months of their employment with the City. In the event the employee should separate prior to completing six (6) months of service with the City, he/she shall be required to reimburse the City for any sick leave that has been paid to the employee during that 6-month period.

The limit placed on the number of sick leave days that can be used for an illness has been deleted.

5. DEFERRED COMPENSATION:

July 1, 2008: City match increases from \$35.00/month to \$40.00/month

July 1, 2009: City match increases from \$40.00/month to \$50.00/month

6. PERSONAL LEAVE DAYS:

July 1, 2010: One additional personal leave (MOU) day, increasing the total number of days from six (6) days to seven (7) days. The additional day will become available July 1<sup>st</sup>, increasing the total days available on July 1<sup>st</sup> from three (3) days to four (4) days.

6. SKILL PAY AND BONUSES:

The City will recommend to City Council that the following skill pays and/or bonuses be paid to the incumbent(s) in each of the following job classifications:

- Fleet Maintenance Mechanic & Fleet Maintenance Welder – a 5.4% bonus in recognition of the hazardous materials that the incumbents encounter when performing their normal duties and responsibilities pertaining to the maintenance of sanitation disposal vehicles.
- Communication Operators – if specifically assigned by management to train a new probationary Communications Operator on an on-going basis until the new employee is ready to perform the duties of a Communications Operator without additional training will be paid a 7.5% bonus.
- Fleet Maintenance Mechanics – will receive an annual bonus for one of the following certifications, with the employee being responsible for paying for and obtaining their own certification:

Master Technician – Automobile and Light Truck: \$750/year

Master Technician – Medium/Heavy Truck: \$750/year

- Fleet Maintenance Mechanics – will receive an annual bonus for each of the following certifications, with the employees being responsible for paying for and obtaining their certifications:

Alternative Fuels (F1): \$50/year

Advanced Engine (L1): \$50/year

Electronic Diesel (L2): \$50/year

- Transportation Mechanics – will receive an annual \$500 bonus for each of the following certifications, with the employees being responsible for paying for and obtaining their own certifications:

Level I Emergency Vehicle (EVT) certification

Level II Emergency Vehicle (EVT) certification

Master Emergency Vehicle (EVT) certification

7. PAY FOR TRAINING

Employees will receive “pay for training” if they are specifically assigned to train a new probationary MEA employee even if that employee is in a lower-level job classification

8. UNIFORMS:

In addition to the monthly uniform allowance described in Subsection A above, the City shall provide, upon hire, one (1) complete uniform prescribed by the department, as specified by management, and one (1) additional uniform shirt and pants each fiscal year for Motor Coach Operator Supervisors and Motor Coach Training Coordinators who are required to wear a City uniform.

In addition to the monthly uniform allowance described in Subsection A above, the City shall provide, upon hire, one (1) complete uniform prescribed by the department, as specified by management, and one (1) additional uniform shirt and pants each fiscal year for Library Services Officers who are required to wear a City uniform.

9. TOOL ALLOWANCE:

Add Electronics Technician to the job classifications eligible to receive a tool allowance.

Increase the tool allowance from \$450 to \$600/year for Fleet Maintenance Mechanics and Transportation Mechanics.

10. SICK LEAVE BUY BACK

An employee who uses Code 40 for workers' compensation leave will not forfeit his/her eligibility for the sick leave buy back unless the employee has also used Code 40 for different reason(s).

11. TRAINING/PROFESSIONAL DEVELOPMENT

Training/professional development courses covered by this section of the MOU do not need to be provided by an accredited college or university. The Director of Human Resources, rather than the employee's department head, will make the final determination regarding whether or not the requested course would enhance the employee's job performance and/or prepare the employee for career advancement with the City.

12. EMPLOYER-EMPLOYEE RELATIONS MEETINGS

The Human Resources Director, or his/her designee, and one additional Human Resources Department staff member will strive to meet, as schedules permit, on a monthly basis with the MEA President and MEA Vice-President, or their designee(s). The purpose of the meetings will be to discuss and attempt to resolve any labor-management problems and/or issues that should arise during the term of this Agreement. Mandatory subjects of bargaining will not be discussed. However, if both the City and MEA agree that there needs to be a change made to the MOU, an amendment to the MOU, subject to ratification by MEA and approval of City Council, can be made during the term of this Agreement.

13. TIME OFF FOR ASSOCIATION BUSINESS

FY2008-2009: Number of hours (cumulative) increase from 500 to 600/year

FY2010-2011: Number of hours (cumulative) increase from 600 to 650/year