

CITY OF ALAMEDA
ALAMEDA MUNICIPAL POWER UNREPRESENTED MANAGEMENT EMPLOYEE
COMPENSATION PLAN

February 23, 2014 through December 26, 2015

Section 1. Classifications

The job titles of the positions covered by this Compensation Plan are:

Assistant General Manager – Administration

Assistant General Manager – Energy Resources Planning

Assistant General Manager – Customer Resources

Assistant General Manager – Engineering and Operations

Senior Human Resource Analyst – Alameda Municipal Power (AMP)

Section 2. No Discrimination

There shall be no discrimination or harassment of any kind because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer), age, marital status, sexual orientation, denial of family care leave or Union activities against an employee or applicant for employment by the Union or by the City or by anyone employed by the City. There shall be no discrimination against any disabled person solely because of such disability unless that disability prevents the person from meeting the essential functions of the position.

Nothing contained in this Agreement shall contravene the laws and Executive Orders of the United States of America or the State of California.

Section 3. Hours of Work

The workweek shall consist of forty (40) hours provided, however, that the classifications in Section 4.1 that are asterisked (*) shall have a workweek of thirty-seven and one-half (37-1/2) hours. FLSA exempt classifications shall have respective workdays of eight (8) and seven and one-half (7-1/2) hours.

3.1 Reduced Work Week

The parties acknowledge that for the duration of this MOU the work week in effect on November 30, 1993, will be continued as described in the memo dated 11/4/92 from the City Manager to AMCEA, the text of which is shown below. The parties reaffirm that the work week has met the business needs of the City.

“Re: Alameda Management and Confidential Employees Association”

This letter will confirm our agreement that:

A. Employees may voluntarily choose one of the following alternative work week options, subject to approval of the Department Head. Such workweek to commence November 15, 1992 and be for the duration of the Memorandum of Understanding which is extended to December 31, 1993:

1. Employees regularly assigned to a 40 hour work week may choose either a 38 hour work week or a 76 hour bi-weekly work week (4/9.5's or 9/8.5's).
2. Employees regularly assigned to a 37.5 hour work week may choose either a 36 hour work week or a 72 hour bi-weekly work week (4/9's or 9/8's).
3. Employees regularly assigned to either a 40 hour or 37.5 hour work week may work 19 hour work days per 2 consecutive pay periods.

B. It is agreed that the provisions contained herein are permitted by the Memorandum of Understanding effective January 1, 1992.

C. The vacation, holiday and sick leave benefits for employees who choose either option A.1., A.2. or A.3 above, will be per attachment Appendix A to this letter.

D. The monthly salary for each of the City employees exercising one of the alternative work week options is set forth in attachment Appendix B to this letter.

E. The parties agree that if between January 1, 1993 and December 31, 1993, the City Council grants, unless by binding arbitration, wage and/or fringe benefit improvements to any bargaining group in excess of the moneys granted to Electric Utility Professionals of Alameda, the City shall adjust all level of wages and benefits afforded to Electric Utility Professionals of Alameda represented unit employees by an amount at least equal to that excess amount afforded to the bargaining group.

F. The parties recognize that certain classifications in the bargaining unit are not covered by the Fair Labor Standards Act and that the above understanding is to be administered and applied in accordance with the Act and appropriate regulations.

If the foregoing is in accordance with your understanding, please sign below.

Dated 11/5/92

Alameda Management and Confidential
Employees Association

By s/Richard J Rudloff

Very Truly Yours

City of Alameda

By s/William C Norton

APPROVED AS TO FORM
Robert J. Logan, Special Counsel

APPENDIX A
Effective December 27, 1992

SICK LEAVE ACCRUAL

40 hour week → → 38 hour week → → or 76 hours bi-weekly
8 hours/month → → 7.6 hours/month

37.5 hour week → → 36 hour week → → or 72 hours bi-weekly
7.5 hours/month → → 7.2 hours/month

VACATION ACRUAL

40 hour week → → 38 hour week → → or 76 hours bi-weekly
1 week → → 1 week

Extra ½ days → → 4.75 hours
Extra 1 day → → 9.5 hours

EXAMPLE - - 16 ½ Days = 3 weeks + 14.25 hours

37.5 hour week → → 36 hour week
1 week → → 1 week

Extra ½ days → → 4.5 hours
Extra 1 day → → 9 hours

EXAMPLE - - 16 ½ days = 3 weeks 13.5 hours

HOLIDAYS

40 hour week → → 38 hour week → → or 76 hours bi-weekly
104 hours/year → → 98.8 hours/year
(13 days/year → → (10 days + 4 hours)

37.5 hour week → → 36 hour week → → or 72 hours bi-weekly
97.5 hours/year → → 93.6 hours/year
(13 days/year) → → (10 days + 4 hours)

HOLIDAY ON NON-WORKDAY EXCHANGED FOR
9/9.5 HOURS FLOATING HOLIDAY”

Section 4. Salaries

4.1 Rates of Pay

The monthly salary range for each classification shall be as set forth in Appendix A which is attached hereto and made a part thereof.

Wage increases for 2014 will be based upon the fiscal year (FY 2012-2013) over fiscal year (FY 2011-2012) rate of growth in the total combined dollar amount of General Fund Property Taxes, the 1% Bradley Burns Sales Taxes, Utility Users Taxes, Transient Occupancy Taxes, and Property Transfer Taxes, with the rate of the wage increase equaling one half (i.e., 50%) of the year-over-year rate of growth. The wage increase for 2014 based upon this formula will be a minimum of 1.5% and a maximum of 4.0%, and will take effect in the first full pay period following January 1, 2014.

Wage increases for 2015 will be based upon the fiscal year (FY 2013-2014) over fiscal year (FY 2012-2013) rate of growth in the total combined dollar amount of General Fund Property Taxes, the 1% Bradley Burns Sales Taxes, Utility Users Taxes, Transient Occupancy Taxes, and Property Transfer Taxes, with the rate of the wage increase equaling one half (i.e., 50%) of the year-over-year rate of growth. The wage increase for 2015 based upon this formula will be a minimum of 2.0% and a maximum of 5.0%, and will take effect in the first full pay period following January 1, 2015.

4.2 Starting Rate

Except as herein otherwise provided, the entrance salary for a new employee entering City service shall be the minimum salary for the class to which appointed. When circumstances warrant, the City Manager may approve an entrance salary which is more than the minimum salary. The City Manager's decision shall be final.

4.3 Step Increases

No increase in salary shall be automatic merely upon completion of a specified period of service. All increases shall be based on merit as established by the record of the employee's performance and shall require recommendation of the Department Head. If the City Manager at any time determines that it is in the City's interest, he may assign an employee to a higher rate within the salary range fixed for the classification. The City Manager shall regulate the accelerated advancement through the salary range steps.

Subject to the provisions of this Section 4.3, an employee shall receive increases in salary according to the following plan:

Step 2 upon completion of twelve (12) months' service in Step 1 unless the City Manager disapproves.

Step 3 upon completion of twelve (12) months' service in Step 2 unless the City Manager disapproves.

Step 4 upon completion of twelve (12) months' service in Step 3 unless the City Manager disapproves.

Step 5 upon completion of twelve (12) months' service in Step 4 unless the City Manager disapproves.

Raises to the 2nd, 3rd, 4th, 5th steps shall be automatic unless an unsatisfactory service rating report is made by the appointing authority.

Upon completion of each twelve (12) months of service, an employee shall be assigned to the next progressive step within their respective classification until the top step or maximum salary is obtained.

4.4 Conversion Rate

Any yearly, monthly, biweekly per diem, or hourly rate of pay may be converted into any equivalent rate of pay or to any other time basis when, in the judgment of the City Manager, such a conversion is advisable. In determining equivalent amounts on different time basis, the Human Resources Director, subject to the approval of the City Manager, shall provide tables or regulations for the calculation of payment for service of less than full time, and for use in converting salaries to hourly rates, as well as for calculating hourly rates.

All such conversions are to be applied in manners consistent with and authorized by State and Federal law including applicable salary test and other provisions of the FLSA.

Where part-time service is on an irregular basis, the pay for such service shall be calculated according to procedures established by the Human Resources Director, subject to the approval of the City Manager.

4.5 Part-time

Permanent part-time employees (those who have reduced from full-time Civil Service employment) will receive prorated benefits.

Section 5. Health and Welfare

The City will make available medical, dental and life insurance for eligible employees through a contribution to the Flexible Benefits Plan.

5.1 Flexible Benefits

Two different structures for the medical component of the Flexible Benefits Plan will be provided to employees, based on their date of hire as outlined below.

Employees who were hired by the City of Alameda on or before January 2, 2007 and are currently covered under Plan A or Plan B as outlined below may choose

to move to Plan B during open enrollment or due to a qualifying event. Once Plan B is chosen, the employee will not have the ability to move back into Plan A. All employees promoted from another bargaining unit or hired or promoted into MCEA or the AMP Management employee group after January 2, 2007 shall be covered under Plan B.

Plan A

Under Plan A, the City will make the following contributions per month per eligible employee toward the Flexible Benefits Plan for health insurance. These amounts include the PERS minimum employer contribution (MEC) as required by state law, regardless of the year or amount, if enrolled in PERS medical insurance.

Coverage Level	2012 City Contribution	Cash Back Max
No coverage (0 party)	\$ 869.43	\$ 869.43
Employee only	\$1,450.64	\$ 530.74
Employee + 1	\$1,450.64	\$ 176.05
Employee + 2 or more	\$1,450.64	\$ 0

*The cash back amounts are based upon an employee enrolled in the Kaiser plan. If the employee chooses a more expensive plan, the cash back amount will be less.

Effective January 1, 2012, the City’s contribution shall increase by 85% of the increase to the Kaiser premiums based upon the coverage level for the employee + 2 or more dependents. Effective January 1, 2013, the City’s contribution shall increase by 85% of the increase to the Kaiser premiums based upon the coverage level for the employee + 2 or more dependents. Effective January 1, 2014, the City’s contribution shall increase by 75% of the increase to the Kaiser premiums based upon the coverage level for the employee + 2 or more dependents. Effective January 1, 2015, the City’s contribution shall increase by 50 % of the increase to the Kaiser premiums based upon the coverage level for the employee + 2 or more dependents.

If an employee chooses to be covered by a higher cost medical plan, they will be responsible for paying the difference in the cost for that medical plan. If an

employee elects no medical coverage through the City and can document they have alternative medical coverage, they will be eligible for cash back at the “No coverage” rate. If an employee elects to have health coverage, the amount of cash back is determined based upon the City’s Medical Contribution less the cost of the medical plan chosen by the employee. Employees receiving cash back will continue to be eligible to receive it. The amount of cash back will not increase from current levels; however, the amount of cash back an employee receives may change as a result of a change in enrollment based on coverage level. The cash back amounts will not be increased as premiums rise.

Plan B

Under Plan B, the City will make the following contributions per month per eligible employee toward the Flexible Benefits Plan for health insurance. These amounts include the PERS minimum employer contribution (MEC) as required by state law, regardless of the year or amount, if enrolled in PERS medical insurance.

Effective January 1, 2012, the City will contribute an amount equal to the full cost of the premiums of the Kaiser medical plan based upon the employee’s coverage level (employee only, employee + 1, or employee + 2 or more dependents). If an employee elects no medical coverage through the City and can document they have alternative medical coverage, they will be eligible for cash back. Currently, these contribution rates and the cash back amount are as follows:

Coverage Level	2012 City Contribution	Cash Back Max
No coverage (0 party)	\$ 0	\$ 230
Employee only	\$ 610.44	\$ 0
Employee + 1	\$1,220.88	\$ 0
Employee + dependents	\$1,587.14	\$ 0

If an employee chooses to be covered by a higher cost medical plan, they will be responsible for paying the difference in the cost for that medical plan. Effective January 1, 2013, the City’s contribution shall increase by 85% of the increase to the Kaiser premiums based upon the coverage level for the employee + 2 or more dependents.

Effective January 1, 2014, the City's contribution shall increase by 75% of the increase to the Kaiser premiums based upon the coverage level for the employee + 2 or more dependents.

Effective January 1, 2015, the City's contribution shall increase by 50% of the increase to the Kaiser premiums based upon the coverage level for the employee + 2 or more dependents.

5.2 Dental Insurance

The City will make the necessary contributions per month per eligible employee toward the Flexible Benefits Account to provide the dental plan to the employee and eligible dependents. This coverage will be mandatory for all employees. Effective January 1, 2003, the dental program will be improved to the \$2500/\$2500 plan per employee and eligible dependent for annual dental care and lifetime orthodontic care.

5.3 Life Insurance

The City shall provide each employee with a One Hundred Thousand Dollars (\$100,000) life insurance program. This coverage will be mandatory for all employees. Any increase in premium shall cause a like increase in the flexible benefit account. The City shall provide each employee with the opportunity to purchase, at their own cost, additional optional life insurance up to the maximum amount provided by and subject to the conditions of the carrier.

5.4 Medical Plan

The City shall contract with the Public Employees' Retirement System (PERS) for the purpose of providing medical insurance benefits for employees covered by this Memorandum of Understanding, eligible retired employees and eligible survivors of retired employees.

5.5 IRC Section 125

In conjunction with the Flexible Benefits Plan, the City agrees to implement an IRC Section 125 plan to redirect the employees' pre-selected amount of salary to pay employee paid insurance premiums and other approved expenses with "pre-tax" instead of "after tax" dollars.

5.6 Employee Assistance Program

The City shall continue to provide for all employees an employee assistance program. The cost of such program shall continue to be paid by the City only during the term of this Compensation Plan.

5.7 Long Term Disability Insurance

The City will provide for all employees a paid for LTD insurance plan equal to benefits provided for in the current plan. If benefits are improved, such improvement shall be incorporated in the Long Term Disability Plan at no cost to all employees covered under this Compensation Plan.

Section 6. Retirement Plan

6.1 Current Retirement Plan

The present Retirement Plan between the City and Public Employees Retirement System shall be maintained at the current benefit level for the duration of this Compensation Plan, subject to any agreement reached pursuant to Section 4.2, below.

1. 2% at 55.
2. The City provides the PERS single highest year retirement benefit.
3. Employees pay their own seven (7%) percent contribution.
4. The City amended its contract with PERS during 1991 to provide for additional service credit for unused sick leave. Those employees eligible for sick leave payoff may select to use eligible payoff days for either payoff or prior service credit. There will be no maximum sick leave accrual.
5. The City will allow any employee retired under the PERS Retirement plan a one time only election to participate permanently in the City's medical plans at his or her own expense.
6. Cost Sharing

The City shall contract with PERS for Variable Rate Cost Sharing of up to the Permanent Cost Share of 1.868% under Government Code Section 20516(a), based on the optional benefits established in the Miscellaneous Plan of the City's contract with PERS for the 2%@55 and One-Year Final Compensation Optional Benefits. This PERS contract amendment shall take effect no earlier than January 1, 2013. Effective the first day of the next full pay period following the effective date of the PERS contract amendment, in addition to the current 7% employee contribution, employees in the Miscellaneous Classifications covered by this Compensation Plan shall contribute an additional 1.868% of the employee's PERSable earnings towards the employer retirement contribution. This 8.868% contribution shall be in accordance with Section 414(h)(2) of the Internal Revenue Code whereby employee contributions shall be tax deferred and not subject to taxation until the time of constructive receipt.

7. Alternative to PERS Cost Sharing

Should the other City employees under the City's PERS Miscellaneous Plan not approve the PERS cost sharing by December 31, 2012, then effective January 13, 2013, the employees covered by this MOU shall contribute a cost share amount to the City as an additional 1.868% of earnings towards the employer retirement contribution through a payroll deduction, which shall be deducted in accordance with Section 414(h)(2) of the Internal Revenue Code, to the extent legally allowed, whereby employee contributions shall be tax deferred and not subject to taxation until the time of constructive receipt.

8. Pursuant to California Government Code section 3505, the City is currently meeting and conferring with IBEW, ACEA, MCEA, and PANS for successor MOUs to their respective MOUs that expired on December 31, 2011. During this meet and confer process with ACEA, IBEW, and/or PANS, if the City agrees to or allows any employee cost-sharing percentage rates for retirement that are lower than 1.868% or a wage reduction in lieu of cost-sharing for retirement that is lower than 1.868%, the cost-sharing contribution for retirement shall be reduced to that lower percentage rate for the employees covered by this Compensation Plan.

6.2 Meet And Confer Regarding Creating A New Retirement Tier

On January 1, 2013, or as soon thereafter as is reasonably possible, the parties will commence meeting and conferring in good faith regarding creating a new retirement tier of 2% at age 60, based upon the three highest consecutive years of salary.

Section 5. Holidays

Full-time employees shall be entitled to take all authorized holidays at full pay, not to exceed eight (8) hours for any one (1) day, and provided that original probationary employees shall be eligible for one (1) floating holiday only upon completion of three (3) months' service with the City. The other floating holidays may be taken upon completion of twelve (12) months of service with the City.

The authorized holidays in this City are:

- (1) New Year's Day
- (2) Martin Luther King's Birthday
- (3) President's Day

- (4) Memorial Day
- (5) Independence Day
- (6) Labor Day
- (7) Veterans Day
- (8) Thanksgiving Day
- (9) Day after Thanksgiving Day
- (10) Christmas Day
- (11 – 13 1/2) Three and one half (31/2) Floating Holidays (to be taken in the period January 1 through December 31)

If any of the above holidays falls on Saturday, it shall be celebrated on the Friday immediately preceding. If any of such holidays falls on a Sunday, it shall be celebrated on the following Monday. However, departments in which employees are normally scheduled to work on Saturday or Sunday have the discretion to determine the day on which to observe the holiday and may, with 14 calendar days advance notice, modify the work schedule of employees for that week.

Should an original probationary employee have his or her service with the City terminated within three (3) months of the date of hire by the City, compensation which he or she received for any holiday during that three (3) month period shall be deducted from his or her final compensation payment.

If one of the holidays listed above falls during the employee's vacation or on an employee's day off other than a Saturday or Sunday or if an employee is scheduled or required to work on a holiday, the employee shall be allowed a regular workday off at a time determined by agreement between the employee and the City Manager or his/her designated representative. If the City Manager or designated representative determines that it is not feasible to grant such other workday off, the employee shall be paid for the holiday on the basis of time and one-half (1-1/2) but not to exceed eight (8) hours for any one (1) holiday.

Section 8. Vacation

8.1 Vacation Scheduling

The times during the calendar year at which an employee shall take vacation shall be determined by the City Manager or the designated representative with due regard to the wishes of the employee and particular regard to the need of the City. All employees shall, on a form provided by the City, indicate their preference for vacation periods during November and December of each previous calendar year. Preference of vacation date shall be given to employees

according to their length of service in as reasonable a manner as possible. The City will post a final vacation schedule by January 1 of each year.

An employee who is hospitalized while on vacation may elect to not charge such time to vacation.

8.2 Vacation Benefits

Every employee who, on the most recent anniversary date of his or her employment, shall have been in the service of the City for a period of one (1) year or more and shall have worked a minimum of eighteen hundred (1800) straight-time hours within the twelve (12) month period immediately preceding such anniversary date meeting the ninety-two (92%) percent work requirement, shall be entitled to a vacation as follows:

For the purposes of this section a work week is 40 hours/37-1/2 hours and a working day is 8 hours/7-1/2 hours.

Ten (10) working days of vacation with pay if he or she shall have been in the service of the City for a period of one (1) year or more but less than five (5) years prior to such anniversary date.

Fifteen (15) working days' vacation with pay if he or she shall have been in the service of the City for a period of five (5) years or more but less than six (6) years prior to such anniversary date.

Fifteen and one-half (15-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of six (6) years or more but less than seven (7) years prior to such anniversary date.

Sixteen (16) working days' vacation with pay if he or she shall have been in the service of the City for a period of seven (7) years or more but less than eight (8) years prior to such anniversary date.

Sixteen and one-half (16-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of eight (8) years or more but less than nine (9) years prior to such anniversary date.

Seventeen (17) working days' vacation with pay if he or she shall have been in the service of the City for a period of nine (9) years or more but less than ten (10) years prior to such anniversary date.

Seventeen and one-half (17-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of ten (10) years or more but less than eleven (11) years prior to such anniversary date.

Eighteen (18) working days' vacation with pay if he or she shall have been in the service of the City for a period of eleven (11) years or more but less than twelve (12) years prior to such anniversary date.

Eighteen and one-half (18-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of twelve (12) years or more but less than thirteen (13) years prior to such anniversary date.

Nineteen (19) working days' vacation with pay if he or she shall have been in the service of the City for a period of thirteen (13) years or more but less than fourteen (14) years prior to such anniversary date.

Nineteen and one-half (19-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of fourteen (14) years or more but less than fifteen (15) years prior to such anniversary date.

Twenty (20) working days' vacation with pay if he or she shall have been in the service of the City for a period of fifteen (15) years or more but less than sixteen (16) years prior to such anniversary date.

Twenty and one-half (20-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of sixteen (16) years or more but less than seventeen (17) years prior to such anniversary date.

Twenty-one (21) working days' vacation with pay if he or she shall have been in the service of the City for a period of seventeen (17) years or more but less than eighteen (18) years prior to such anniversary date.

Twenty-one and one half (21-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of eighteen (18) years or more but less than nineteen (19) years prior to such anniversary date.

Twenty-two (22) working days' vacation with pay if he or she shall have been in the service of the City for a period of nineteen (19) years or more but less than twenty (20) years prior to such anniversary date.

Twenty-two and one half (22-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of twenty (20) years or more but less than twenty-one (21) years prior to such anniversary date.

Twenty-three (23) working days' vacation with pay if he or she shall have been in the service of the City for a period of twenty-one (21) years or more but less than twenty-two (22) years prior to such anniversary date.

Twenty-three and one half (23-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of twenty-two (22) years or more but less than twenty-three (23) years prior to such anniversary date.

Twenty-four (24) working days' vacation with pay if he or she shall have been in the service of the City for a period of twenty-three (23) years or more but less than twenty-four (24) years prior to such anniversary date.

Twenty-four and one-half (24-1/2) working days' vacation with pay if he or she shall have been in the service of the City for a period of twenty-four (24) years or more but less than twenty-five (25) years prior to such anniversary date.

Twenty-five (25) working days' vacation with pay if he or she shall have been in the service of the City for a period of twenty-five (25) years or more.

As an exception to the foregoing, the City Manager is authorized to place a new employee at a position in the vacation schedule which recognizes that said employee has left a similar position with another employer where he or she had earned a greater amount of vacation benefits than the entry step of the foregoing schedule provides. The provisions of this section are intended to apply in those instances where an incentive is needed to secure the most qualified of candidates.

Effective with calendar year 2007, vacation accumulation will convert from an annual accrual system to a pay period based accrual system. For the conversion year of 2007 only, both the January 2007 annual drop and the pay period accruals will be awarded to employees. No future annual drops will be made after January 2007. The pay period accrual system will commence with the pay period ending January 6, 2007.

8.3 Vacation Accumulation

No employee may accumulate more than ten (10) working days of vacation at any one time in addition to the employee's annual vacation entitlement. However, during the calendar year 2007 and 2008, the accumulation shall not exceed two times the employee's annual vacation entitlement. The maximum vacation accumulation shall revert back to ten (10) working days in calendar year 2009 in addition to the employee's annual vacation entitlement. City Manager is empowered to pay off excess vacation based on Henry vs. Amrol. An employee may submit in writing a request to accumulate vacation in excess of the maximum set forth above. Such excess accumulation may be approved, at the sole discretion of the City Manager, on a case by case basis.

8.4 Vacation Pay at Termination

Upon termination of employment, a regular employee shall be paid cash value of his or her accrued vacation leave at the time of termination, in accordance with the above schedule on a prorated basis. Vacation leave shall not be credited to any employee whose employment is terminated prior to the completion of the initial twelve (12) months of employment with the City.

8.5 Vacation Paycheck

The City agrees to deposit an employee's paycheck in his or her bank account if authorized by such employee, and if such employee is out of town on vacation on payday. The deposit of an employee's paycheck while an employee is on vacation will be done by mail to the employee's bank if the employee furnishes the proper deposit by mail form with his/her request.

8.6 Vacation Sell Back

On October 15, 2012 or as soon thereafter as is reasonably practical, the parties will commence meeting to discuss a potential provision allowing employees to sell back vacation to the City.

Section 9. Sick Leave

9.1 Benefits

Regular and probationary employees shall accrue sick leave at the rate of one (1) day (a day being based on the employee standard work week of eight (8) hours or seven and one-half (7-1/2) hours, as the case may be), per month: provided the ninety-two (92%) percent requirement has been met and they are in a pay status one hundred sixty (160) or one hundred fifty (150) straight time hours, as the case may be, that month. There shall be no limit on sick leave accrual. Sick leave usage shall not be considered as a privilege which an employee may use at his discretion, but shall be allowed only in case of necessity of actual sickness or disability or medical appointments. Charge for sick leave used shall be on the basis of one (1) hour for each hour used; provided, however, that sick leave shall be charged for only those hours when the employee was absent from work. In no event shall sick leave be converted into a cash bonus. Sick leave may not be used before it is earned. The City shall mail to any employee who is on sick leave and who must reimburse the City for his or her Health, Life, and Dental benefits a notification of premium due and the agreed to forms advising such employee of any applicable benefits. Those employees hired before January 1, 1987 shall be entitled to sick leave under the old plan as set forth in the Municipal Code and section 7.6 below.

9.2 Notification Requirement

In order to receive compensation when absent on sick leave, the employee shall notify his or her immediate supervisor one-half (1/2) hour prior to or after the scheduled time for beginning his or her work duties of his or her impending absence.

9.3 Doctor's Certificate or Other Proof

At the discretion of the employee's supervisor, proof of illness in the form of a doctor's certificate or an advice nurse statement may be required for any period

of absence for which sick leave is claimed; however, when absence is for more than three (3) consecutive workdays the employee shall file such proof of illness as outlined above with the department head stating the cause of the absence.

9.4 Illness in the Immediate Family

An employee may use up to one-half of his or her annual sick leave allocation in any calendar year in the event of illness or a spouse, child, parent, or domestic partner. At the City's request the employee will provide satisfactory evidence of the facts justifying such absence.

9.5 Sick Leave During Probationary Period

No sick leave shall be granted during the original six (6) months of employment with the City. However, when a employee has been employed by the City for six (6) months, sick leave accumulation with pay shall be allowed for time worked in the probationary status, provided the ninety-two (92%) percent of one hundred sixty (160) straight-time hours or one hundred fifty (150) straight-time hours, as the case may be, has been met.

9.6 Sick Leave For Employees Hired Prior To January 1, 1987

An employee assigned to a classification covered by this Compensation Plan and who was hired by the City prior to January 1, 1987, shall, upon completion of each anniversary year and a minimum of one thousand eight hundred (1,800) straight-time hours of work within the twelve (12) month period immediately preceding each anniversary year, accrue sick leave at the following rate:

<u>Years of Service</u>	<u>Sick Leave</u>
1-5	10 days per year
6-15	15 days per year
16 or more	20 days per year

In addition, an employee shall accrue sick leave at a rate of one (1) day per month, provided the employee has worked one hundred sixty (160) straight-time hours that month for an employee in a classification having a forty (40) hour workweek or one hundred fifty (150) straight-time hours that month for an employee in a classification having a thirty-seven and one-half (37 ½) hour workweek, to a maximum of one hundred eight (180) days.

Furthermore, an employee hired by the City prior to July 1, 1978, who resigns or retires from City employment and has been in the service of the City for a minimum of ten (10) years, will be eligible for payment of unused accumulated sick leave based on the following calculation:

Formula For Payment Of An Employee's Unused Accumulated
Sick Leave At The Time Of Resignation Or Retirement

One and two-tenths of one percent (1.2%) of the employee's unused accumulated sick leave, at the time of resignation or retirement, time the number of full years of service by the employee with the City, times the employee's daily pay rate at the time of resignation or retirement; provided, however, that in no event shall the payment for unused accumulated sick leave exceed thirty percent (30%) of the monetary value of the employee's unused sick leave accumulation. Unused sick leave accumulation for the purpose of payment at time of retirement or resignation shall not exceed the number of days accrued by the employee on July 1, 1978.

There shall be no payment for unused accumulated sick leave if an employee's service with the City is terminated due to discharge.

Section 10. Leaves of Absence

10.1 Leave Without Pay

The City Manager may grant regular employees a leave of absence without pay. No leave shall be granted except upon written request of the employee. Such requests shall be submitted to the City Manager. Such leave shall normally be granted to permit the employee to engage in activities that will increase his or her value to the City upon return, or because of sickness, injury or personal hardship. Employees may not be granted a leave of absence until all accrued vacation is taken. Failure on the part of an employee on leave to report promptly at its expiration shall result in dismissal of the employee. Vacation and sick leave credits shall not accrue to an employee on leave of absence. The decision of the City Manager on granting or refusing to grant a leave of absence or extension thereof shall be final and conclusive.

10.2 Jury Duty

An employee summoned to jury duty shall inform his or her supervisor and, if required to serve, may be absent from duty with full pay for that time required to serve.

10.3 Military Leaves of Absence

The provisions of the Military and Veterans Code of the State of California shall govern military leave of City employees.

10.4 Maternity Leave/Family Leave

Employees shall be granted a leave for pregnancy without pay or benefits as follows:

Such employees may continue their employment during pregnancy if the employee's doctor certifies in writing that the employee is capable of continuing such employment without danger to herself. Prior to leaving, the employee shall advise the City Manager in writing that she will wish to return to work after the birth of her child, and she must thereafter return ready and able to work within a period of four (4) months from the date of birth, with a doctor's certificate stating that she is capable of resuming her normal full-time employment. Employees who neglect or who find it impossible to comply with the foregoing shall be deemed to have voluntarily terminated their employment with the City.

Any employee who, due to her pregnancy, suffers disabling complications prior to being granted maternity leave shall use accumulated sick leave for such disability.

The foregoing provision, Maternity Leave, shall be subject to applicable federal and state laws.

Family Leave

Family Leave shall be subject to applicable federal and state laws.

10.5 Industrial Disability Leave

Employees who suffer any disability arising out of and in the course of their employment, as defined by the Workers' Compensation Laws of the State of California shall be entitled to the benefits as provided by the Workers' Compensation Laws of the State of California or, upon eligibility to retirement under the Public Employees Retirement System (PERS). Workers' Compensation benefits shall be determined and paid in accordance with the Workers' Compensation Laws of the State of California upon a determination that the illness or injury is covered by the Workers' Compensation Laws of the State of California. "Integration" of accumulated sick leave with Workers' Compensation is to be automatic. For the purposes of this subsection, "integration" shall mean the use of accrued leave to supplement Worker's Compensation payments to the employee. If accumulated sick leave is exhausted, an employee may elect to utilize vacation, holiday or compensatory time to supplement Workers' Compensation payments. Except for benefits as provided by the Workers' Compensation Laws of the State of California and except for allowing employees to "integrate" accumulated leave, no additional pay or salary replacement shall be provided by the City of Alameda to the employee.

10.6 Funeral Leave

In the event of a death in the immediate family of an employee the employee shall, upon request, be granted such time off with pay as is necessary to make

arrangements for the funeral and attend same, not to exceed four (4) regularly scheduled working days. This provision does not apply if the death occurs while the employee is on leave of absence, layoff, or sick leave.

For the purpose of this provision, the immediate family shall be restricted to father, mother, brother, sister, spouse, child, mother-in-law, father-in-law, grandparents, grandchildren, step-parents or stepchildren where there is a child-rearing relationship.

At the request of the City, the employee will furnish a death certificate and proof of relationship.

Funeral leave applies only in instances in which the employee attends the funeral, or is required to make funeral arrangements, but is not applicable for other purposes such as settling the estate of the deceased.

10.7 Catastrophic Leave Bank

The City agrees to establish a Catastrophic Leave Bank to assist employees who have exhausted accrued leave time due to a serious or catastrophic illness or injury. The Catastrophic Leave Bank (CLB) will allow the bargaining unit employees to donate time to affected employees within and outside the unit, so that he/she can remain in a paid status for a longer period of time, thus partially ameliorating the financial impact of the illness, injury or condition. This donated time will be placed in a CLB and drawn down from the CLB by the eligible employee.

Eligibility

To be eligible for this benefit, the receiving employee must: 1) Be a regular full time employee, 2) Have sustained or have an immediate family member who has sustained a life threatening or debilitating illness, injury or condition which may require confirmation by a physician, 3) Have exhausted all accumulated paid leave including vacation, holiday, sick leave, and/or compensatory time off, 4) Be unable to return to work for at least 30 days or in the case of the condition affecting the immediate family member, that member must be in need of prolonged and significant personal care; and 5) Conformed with the requirements of the Family Medical Leave Act and/or Worker's Compensation.

Benefits

Accrued vacation and compensatory time off hours donated by other employees will be converted to sick leave and credited to the receiving employee's sick leave time balance on an hour-for-hour basis and shall be paid at the rate of pay of the receiving employee. For as long as the receiving employee remains in a paid status, seniority, and all other benefits will continue, with the exception of

sick leave and vacation accrual. The total leave credits received by an employee will not normally exceed three months. However, if approved by the Department Head and the Human Resources Director the total leave credits may be extended on a case by case basis, subject to review by the City Manager or designee.

Guidelines For Donating Leave Credits To The Time Bank

- a. Accrued vacation leave and compensatory time off may be donated by any regular full-time employee who has completed his/her initial City probationary period.
- b. Time donated will be converted from vacation or compensatory time to sick leave hours and credited to the receiving employee's sick leave balance on an hour-for hour basis and shall be paid at the rate of pay of the receiving employee.
- c. The total amount of time donated to one employee by another employee shall not exceed forty (40) hours. The total leave credits received by the employee shall not exceed three months; however, the Human Resources Director may approve an extension to six months total time.
- d. Initial leave time donations must be a minimum of one work shift. An employee cannot donate leave hours that would reduce his/her vacation balance to less than one week.
- e. The use of donated leave hours will be in consecutive one-shift increments.
- f. While an employee is on leave using donated leave hours, no vacation or sick leave hours will accrue.
- g. Under all circumstances, time donations received for the employee are forfeited once made by the employee making the donation. In the event that the receiving employee does not use all transferred leave for the catastrophic illness/injury, any balance will remain with that employee until that employee's separation from City service.
- h. Taxability of leave donated or received under this program will be governed by Internal Revenue Service guidelines.
- i. For the purpose of the Section, "immediate family member" as referenced under Eligibility shall be defined as provided for in Section 18.6.
- j. Under extenuating and extraordinary circumstances and upon recommendation of the Human Resources Director the City Manager may grant exceptions on a case-by-case basis. Such exceptions shall not establish practice or precedence.

It is further understood that Catastrophic Leave will not apply to employees receiving Workers Compensation or SDI benefits. These issues are under legal review and may require further explanation and amendment.

Section 11. Probationary Period

All original and promotional appointments shall be subject to a probationary period. The probationary period shall be regarded as part of the testing process and shall be utilized for closely observing the employee's work for securing the most effective adjustment of new employee to his position and for rejecting any probationary employee whose performance does not meet the required standards of work.

The probationary period for new employees is twelve (12) months.

The probationary period for existing employees who have completed probation and are moving to a different classification at the City is six (6) months.

During the probationary period, an employee may be rejected at any time by the City Manager without cause and without the right to appeal.

Any employee rejected during the probationary period following a promotional appointment shall be reinstated to the position from which he or she was promoted, unless he or she is discharged.

Section 12. Layoff and Reemployment – Furloughs

Seniority is defined as the length of continuous paid employment and leave with pay status with the City calculated from the date of original hire, including the probationary period, as a full-time employee. Time spent in a leave without pay status shall be excluded. Permanent part-time and temporary part-time employees do not accrue seniority.

In reduction of forces, the last employee hired shall be the first employee laid off, and in rehiring, the last employee laid off shall be the first employee rehired until the list of former employees is exhausted; provided that the employee retained or rehired is capable of performing the work required.

Employees who are laid off or who elect to demote or transfer in lieu of a layoff shall have reemployment rights to future vacancies in the position previously held. The City shall maintain a preferred list with the names of the employees laid off in inverse order of layoff. Future vacancies in those affected positions shall first be filled from the preferred list in inverse order of layoff.

Services with the City shall be terminated by:

- (1) Discharge, retirement, resignation or any termination of employee status;
- (2) Failure to return to work within seven (7) calendar days when recalled from layoff;
- (3) Failure to return to work upon expiration of an authorized leave of absence;
- (4) Leave without pay status for a continuous period of twelve (12) months or more;
- (5) Layoff status for a continuous period of twelve (12) months or more.

When a layoff becomes necessary, the Human Resources Department will provide layoff instructions to the affected departments with a copy to the employees covered by this Compensation Plan.

Before any permanent full-time employee is laid off, all other categories of employees in the affected classifications will be separated.

An employee subject to layoff will be allowed, in lieu of a layoff, to:

- (1) Demote to a lower paying classification previously held by the employee in the City;
- (2) Transfer to the same classification in another department.

An employee, who has reemployment rights, shall have the same right to compete for promotion that he/she would have had if he/she had not been laid off.

An employee who is laid off shall not accrue or be eligible for any benefits, including, but not limited to, vacation, sick leave, holidays, medical, dental, LTD, life insurance, retirement contributions and uniforms. Any employee reemployed after a layoff shall retain all vacation and sick leave accruals that the employee did not receive compensation for at the time of layoff.

If the City decides to subcontract work and such work would result in the layoff of a full-time employee, the City will notify the employees covered by this Compensation Plan within thirty (30) days in advance of such action, and upon written request, will meet and discuss the matter prior to subcontracting the work.

Section 13. Alternatives to Layoff

During recently concluded negotiations with the MCEA bargaining unit, the parties agreed that if the City were faced with a need to reduce costs and was

planning to lay off employees, it would be appropriate for the parties to meet to discuss alternative cost reduction measures that could be taken. The objective would be to find steps that could be taken by the parties to eliminate the need for or reduce the extent of layoffs of bargaining unit or employee group members while preserving service delivery to the public.

Section 14. Discharge

14.1 Right of Discharge

The City shall have the right to discharge any employee for dishonesty, insubordination, drunkenness, incompetence, willful negligence, failure to perform work as required or to observe the City's safety and house rules and regulations which must be conspicuously posted and not in derogation of the Compensation Plan, or for engaging in strikes, individual or group slowdowns or work stoppages, or refusal to accept overtime, or for violating or ordering the violation of this Compensation Plan.

14.2 Appeals

If a permanent employee feels he or she has been unjustly discharged, he or she shall have the right to appeal his or her case through the appropriate procedure (Section 16.5). Such appeal must be filed with the City Manager or the Civil Service Board by the employee in writing within seven (7) calendar days from the date of discharge and unless so filed the right of appeal is lost.

Any discharged employee shall be furnished the reason for his or her discharge in writing.

Section 15. Personnel Files

An employee or his or her representative, on presentation of written authorization from the employee, shall have access to the employee's personnel file on request. The City shall furnish the employee copies of all performance evaluation reports and letters of reprimand or warning prior to placement of such documents into the employee's personnel file. The employee may be required to acknowledge the receipt of any document entered into his personnel file without prejudice to subsequent arguments concerning the contents of such documents.

Section 16. Grievance Procedure

A grievance shall be defined as any dispute arising during the term of the Compensation Plan which involves the interpretation or application of any provision of this Compensation Plan during its term, excluding all ordinances, resolutions, rules and regulations, the subject of which is not specifically covered by the provisions of this Plan. Such excluded ordinances, resolutions, rules and regulations shall not be subject to the Grievance Procedure.

16.1 Initial Discussions

Any employee who believes that he or she has a grievance may discuss his or her complaint with the top management official in the department in which he or she works, or with such subordinate management official as the department head may designate. If the issue is not resolved within the department, or if the employee elects to submit his or her grievance directly to an official of the employee organization which is formally recognized as the representative of the classification to which he or she is assigned, the procedures hereafter specified may be invoked.

16.2 Referral to City Manager

Any employee or any official of the employee organization which has been formally recognized by the City and which has jurisdiction over any position directly affected by the grievance may notify the City Manager in writing that a grievance exists, and in such notification, state the particulars of the grievance and, if possible, the nature of the determination which is desired. No grievance may be processed under subsection 16.3 below which has not first been filed and investigated in pursuance of this subsection 16.2. A grievance which remains unresolved thirty (30) calendar days after it has been submitted in writing may be referred to the Adjustment Board.

16.3 Adjustment Board

In the event the employee and the City are unable to reach a mutually satisfactory accord on any grievance (as the term "grievance" is herein above defined) which arises and is presented during the term of this Compensation Plan, such grievance shall be submitted to an Adjustment Board comprised of three (3) employee representatives, and three (3) representatives of the City. Any party desiring an official transcript of the Adjustment Board hearing shall bear the cost of same. If an Adjustment Board is unable to arrive at a majority decision, either the grievant, the Association or the City may request that the grievance be referred to the City Manager, or arbitration.

No Adjustment Board or Arbitrator shall entertain, hear, decide or make recommendations on any dispute involving a position over which a recognized employee organization has jurisdiction unless such dispute falls within the definition of a grievance as herein above set forth in paragraph (1) of this Section.

Proposals to add to or change this Compensation Plan or written agreements or addenda supplementary thereto shall not be grievable and no proposal to modify, amend or terminate this Compensation Plan, nor any matter or subject arising out of or in connection with such proposal, may be referred for grievance under this Section; and no Adjustment Board or Arbitrator shall have the power to amend or modify this Compensation Plan or written agreements or addenda

supplementary hereto or to establish any new terms or conditions of employment.

No changes in the Compensation Plan or interpretations thereof will be recognized unless agreed to by the City Manager and the employees.

16.4 City Manager and Arbitration

If the grievance is not resolved at the previous step, the grievant or the City may, after completion of the previous step in the grievance procedure, submit the grievance directly to the City Manager or may request arbitration. If arbitration is requested, representatives of the City and the employee and or representative shall meet promptly to select a mutually acceptable arbitrator. A hearing before the arbitrator shall be held as soon as practical and the arbitrator shall render a decision which shall be advisory to the City Manager. If the City Manager declines to follow the arbitrator's decision, the City Manager shall state the reason for doing so in writing. The cost of arbitration shall be borne equally by the City and the employee.

16.5 Matters excluded from the Grievance Procedure

Employee disciplinary matters, and in those cases where the matter concerns any rule or policy or administrative procedure of the City contained in the City Charter, the Civil Service Ordinance, or the Civil Service Rules and Regulations which are adopted pursuant to the City Charter, which provisions pertain to discharge, discipline, and examination and promotion procedures, the appeal procedures contained therein shall be utilized.

16.6 Disciplinary Action

No grievance involving the discipline of an employee will be entertained unless it is filed in writing by the employee with the City Manager or Civil Service Board within seven (7) calendar days from the date of the notification of the action. A copy of the notification shall be sent to the employee.

16.7 Pay Claims

All complaints involving or concerning payment of compensation shall be filed in writing and no adjustments shall be retroactive for more than thirty (30) days from the date of filing.

Section 17. Outside Employment

No full-time employee shall engage in employment that constitutes a conflict for the employee or the City. No employee shall engage in outside employment during his/her regular working hours. No uniform, emblem, badge or other employee identification shall be worn by any person while in the employment of someone other than the City. All requests by the employee for permission to

engage in outside employment shall be made on a form provided by the City. No employee shall accept or continue employment other than occasional work from other than the City of Alameda without the approval of the City Manager, which may be withheld only if such employment constitutes a conflict for the employee or the City or which would interfere with the employee's ability to perform his or her City job.

Section 18. Miscellaneous

18.1 Rest Periods

All employees will be allowed a fifteen (15) minute rest period approximately midway during the first half of any workday and a fifteen (15) minute rest period approximately midway during the second half of any workday.

18.2 Bilingual Pay Policy

In accordance with the City's Bilingual Pay Policy, the Personnel Department will designate the languages to which the pay will apply and assign employees accordingly. The Bilingual Pay differential is Forty- Two Dollars (\$42.00) per month.

18.3 Drug Free Work Place

The parties agree to the City's Drug Free Work Place Policy and Testing Procedure.

18.4 State Disability Insurance

Effective July 1, 2003 the Association membership elected to participate in the State Disability Insurance (SDI) program. Such SDI coverage is the sole economic responsibility of the employee, and the City shall not contribute toward the expense of that coverage. In the event the employees wish to discontinue this benefit in the future, the employees must notify the City in writing that a majority of them wish to discontinue participation in the program. The parties will then meet to discuss how such discontinuation may occur.

18.5 Educational Reimbursement

The City shall continue the education reimbursement program instituted on July 1, 1971. However, the educational reimbursement shall be increased from Two Hundred Dollars (\$200.00) to Five Hundred Dollars (\$500.00).

Section 19. Separability of Provisions

Should any section, clause or provision of this Compensation Plan be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such section, clause or provision shall not invalidate the remaining portions

hereof, and such remaining portions shall remain in full force and effect for the duration of this Compensation Plan. Upon such invalidation the parties agree to meet and confer concerning substitute provisions for the provisions that were rendered or declared illegal.

Section 20. Past Practices and Existing Memoranda of Understanding

- 20.1 Continuance of working conditions and practices not specifically authorized by ordinance or resolution of the City Council is not guaranteed by this Compensation Plan.
- 20.2 This Compensation Plan shall supersede all existing Memoranda of Understanding between the City and the employees subject to this Compensation Plan.

**CITY OF ALAMEDA
ALAMEDA MUNICIPAL POWER UNREPRESENTED EMPLOYEES**

APPENDIX A

CODE	CLASSIFICATION	ANNUAL					EFF. DATE
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
MANAGEMENT <i>Exempt</i>							
7053*	Assistant General Manager - Administration	122,159	128,267	134,680	141,414	148,485	1/12/2014
7056*	Assistant General Manager - Energy Resources Planning	122,159	128,267	134,680	141,414	148,485	1/12/2014
7059*	Assistant General Manager - Customer Resources	122,159	128,267	134,680	141,414	148,485	1/12/2014
7060*	Assistant General Manager - Engineering & Operations	122,159	128,267	134,680	141,414	148,485	1/12/2014
7007*	Senior Human Resources Analyst - Alameda Municipal Power	86,840	91,182	95,741	100,528	105,554	1/12/2014

*Indicates classifications with thirty-seven and one-half (37-1/2) original work week; other classifications have forty (40) original work week.