

TEAMSTERS AGREEMENT

Significant Changes

General Wage Increase

- Effective first full pay period in October 2013, 1%
- Effective first full pay period in October 2014, 2%
- Effective first full pay period in October 2015, Consumer Price Index (CPI), (but no less than ½% or greater than 3.75%)

Leave Time

- Comp time earned in lieu of overtime must be used within 6 months or it will be paid at the applicable overtime rate
- Sick leave or any other paid leave of absence does not count as hours worked for purposes of overtime calculations
- Sick leave will be paid out at 28% of final rate of pay upon separation in good standing for employees hired after October 1, 2013
- Up to 40 hours of bereavement leave

Drug Free Workplace

- Testing when involved in an accident while operating a City vehicle on or off duty

Holidays

- City Manager may declare additional holidays
- Equity in holiday pay for Ocean Rescue Lifeguards working a ten-hour shift

Health Insurance

- Upon ratification, increase City contribution from \$655 per month to \$660 per month
- Effective October 2015, increase City contribution to \$675 per month

- Eliminate retiree health benefits for employees hired on or after ratification

Assignment Pay

- Parking Enforcement Specialist assigned as FTO (\$65 biweekly)
- Public Safety Aide assigned as FTO (\$65 biweekly)