

City Package to RPOA - 02/14/18

No City Council authority - need Council approval

- Term, Five (5) Years
- Equity adjustment; Year 1 - 4: 0%, Year 5: 2%
- Increase Employee Paid Group Health Contribution by 10% for a total of 20%
 - Year 1: additional 5%
 - Year 2: additional 5%
- Add the High Deductible Health Plan as written.
- Eliminate retiree group health plan participation for new hires
- Classic Only CalPERS Employer Contribution paid by Employee @ 3%, effective Year 2
- PEPRAs Only CalPERS Employer Contribution paid by Employee @ 3%, effective Year 2
- Reopener language for significant CalPERS changes, or pending litigation (also known as the “California Rule”)
- Revenue Sharing Formula, and re-opener language for unexpected year over year increases or decreases in revenue
- Eliminate Step 8 for Investigator classification (Union #7)
- Add voluntary fitness program using elements from the program RPOA proposed (Union #8)
 - Utilize Shasta College Physical Fitness and Education Department to proctor a fitness exam two times per year
 - Prior to the test, each officer will have a basic medical assessment provided by Shasta College
 - If an officer does not meet the standard, they would not be allowed to participate in the fitness test
 - The requirement for the assessment is:
 - 29% body fat or lower for men, 39% or lower for women
 - Resting heart rate of 99 or lower, and a blood pressure of 160/100
 - Anything higher than the numbers above will require a doctor’s authorization prior to being allowed to participate in the exam
 - The threshold fitness assessment to be determined
 - Employees have the potential to achieve a total fitness award of \$300 per year, paid out at \$150 for each exam passed
 - Awards will be paid out two times per year through payroll on the next pay date after the proctored examination
- Previously agreed to TAs (City #2, Union #15, Union #16, Union #18, Union #20, Union #21)

City Drops:

- Step movement freeze
- Changing value of steps to 2.5%