

~ CONFIDENTIAL ~
RPOA NEGOTIATIONS PROPOSAL STATUS
Status as of August 22, 2017

1% = 120,590

CITY PROPOSALS	STATUS
City Proposal #1 – Side letters	
City Proposal #2 – Article 1.2 Preamble: language updates for protected classes and status	T/A 6-14-17
City Proposal #4– Article 17 Holidays: non-shift employee definition	
City Proposal #5 – Article 19 Uniforms: new hire uniform reimbursement allowance for new hires to be provided upon initial appointment	
City Proposal #6 – Article 22 Group Health and Welfare Benefit Program: Group health language clean up; discuss additional changes to group health plan; change of health premium contribution to 20% of Base Group Health Plan. Add an account based group health plan (medical and prescription only) as an additional lower cost option. City will contribute an amount to the ABHP for the employee, up to, but not to exceed the dollar amount contributed toward the Base Group Health Plan; eliminating retiree health plan participation for new hires, upon retirement.	
City Proposal #7 – Article 21 Retirement Program: Additional cost sharing of CalPERS retirement benefit - 3% for Classic, 2% for PEPRA; reopener language for significant CalPERS changes, or pending litigation (also known as “The California Rule”).	

UNION PROPOSALS	STATUS
Union Proposal #1 – Article 14: Expenses - Increase per diem reimbursement rates for training school attendance in accordance with FGSA	The City would like to maintain the current travel reimbursement rates, however, is reviewing the reimbursement rates city-wide.
Union Proposal #2 – Article 19: Uniforms- Section 19.1: Increase uniform allowance	Union has provided data re uniform replacement costs. There is significant concern about upcoming budget challenges related to the City’s personnel costs, and uniforms are considered reportable compensation to CalPERS for Classic members.
Union Proposal #3 – Article 8: Wages and Classifications- Section 8.8b: Increase POST and Education Incentives and make them stackable <ul style="list-style-type: none"> • Intermediate certificate/AA degree • Advanced POST/BA degree • Supervisory Certificate/Masters degree (new) 	Due to cost considerations and reportable compensation to CalPERS the City is not interested in increasing POST and education incentives. Five officers are currently eligible for the Master’s degree incentive.
Union Proposal #4 – Article 15: Sick Leave - Section 15.5 & 22.7: Provide City match to VantageCare contribution of 1% gross earnings	The City would support additional contribution to the VantageCare plan if it was 100% employee paid.
Union Proposal #5- Article 8: Wages and Classifications- Section 8.8b: Create pay incentive for those holding POST Instructor Certificate, Level 1-4; each certificate incentive would be stackable	Economic, however, the City is open to further discussion regarding this proposal. Presently there are 15 officers identified with POST certificates who would qualify.
Union Proposal #6- Article 8: Wages and Classifications- New Section for Master Officer Program: additional pay incentive once officer achieves established metrics	Economic, however, the City is open to further discussion regarding this proposal. Draft language has been provided to the City.
Union Proposal #7- Exhibits A-1, A-2 and A-3: Clarify accurate Step 1 on the pay schedule; consider dropping Step 8 for Court Officer, Investigations, and Corporal	The City confirmed Step 1 is accurate based on the 2011 negotiated MOU with RPOA. The City is agreeable to dropping Step 8 for the Corporal position. Research shared with RPOA on 7-13-17 did not support justification for dropping Step 8 for the two additional classifications.
Union Proposal #8- Fitness Pay Incentive: provide compensation, or additional vacation or comp time for maintaining fitness levels	Economic, however, the City is open to further discussion regarding this proposal.
Union Proposal #9- Article 17: Holidays: Reinstate holiday compensation	Option to restore 110 holiday hours with commensurate 5.3% reduction in pay or status quo.
Union Proposal #10- Article 18: Vacation – Increase vacation accrual, or institute an annual personal leave bank in addition to regular leave accruals	Maintain current practice for consistency throughout City. The proposal has cost implications to the City.
Union Proposal #11- Base pay rate increase with a longer contract with economic triggers	<p>The City is concerned over the ability to provide a balanced 10 year financial plan. In an effort to achieve financial stability moving forward, it is projected that RPOA’s portion of savings will need to be approximately \$391,000 annually.</p> <p>The City desires a longer term contract (4-5 years).</p> <p>Zero percent wage increases during the term of the contract.</p> <p>For those eligible, step movement would be frozen for two years.</p> <p>Additionally, the City desires to change the steps on the salary schedule going forward to a value of 2.5% for each step rather than 5%, and double the amount of steps.</p> <p>The City is interested in developing a revenue sharing</p>

	<p>formula, based on end of fiscal year audited revenue amounts. In the event that actual Property Tax and Sales Tax revenues exceed the adopted budgeted Property Tax and Sales Tax revenues contained in the Biennial Budget by an amount to be determined, the City will allocate the excess revenues to bargaining unit full time employees on a proportionate basis. The lump sum payment will be made prospectively, no sooner than March 2019 for contracts agreed to by FY 2017-18 and each year thereafter for multi-year contracts. The payment will not be reportable to CalPERS. The Revenue Sharing Agreement is for the term of the contract. The actual revenues to be used in the Revenue Sharing Agreement will be Property Tax and Sales Tax Revenues. No other revenue sources, including any new taxes, will be included in the formula.</p> <p>Further, the City is willing to add re-opener language into the contract if there are unexpected year over year increases (or decreases) in revenues.</p> <p>One year contract: three percent wage decrease; revenue sharing would not be applicable; group health premium contribution change to 20% pursuant to City Proposal #6.</p>
Union Proposal #12- Article 8: Wages and Classifications – Establish longevity pay	Due to cost considerations, the City is not interested in longevity pay.
Union Proposal #13- Article 9: Hours and Overtime – Establish 5% pay incentive for K-9 Officers rather than overtime rate currently provided	The City is reviewing this proposal.
Union Proposal #14- Article 1: Preamble, Section 1.8 – Create a 10 - 12 schedule (6-22-16 side letter)	The City is currently developing a city-wide alternative work schedule policy.
Union Proposal #15- Article 8: Wages and Classifications, Section 8.3(b)– define “extended absence” to clearly outline when Police Corporal is eligible for 5% upgrade while covering for Police Sergeant	See City Counter Proposal language to Union Proposal #15. Union suggests defining an extended absence as one week or four (4) 10 hour shifts; or three (3) 12.5 hour shifts.
Union Proposal #16 – Article 8: Wages and Classifications, Section 8.5: clarify meaning of section	T/A – 7/13/17
Union Proposal #17 – Article 9: Hours and Overtime, section 9.3(b)– remove mandatory shift rotation language (side letters 2-22-12 and 5-25-14)	Maintain MOU language regarding mandatory shift rotation. The City does find benefit with having shifts rotated periodically.
Union Proposal #18 – Article 9: Hours and Overtime, section 9.9(a) – new language to permit an Investigator to flex work schedule during a holiday week	See City Counter Proposal language to Union Proposal #18. Management will determine work schedule based on work load.
Union Proposal #19 Article 17: Holidays – clarify how holidays apply to shift and non-shift employees	See City Proposal #4
Union Proposal #20 Article 18: Vacations, section 18.1 - Eliminate one-time vacation bank language	T/A 6-14-17
Union Proposal #21 Article 18: Vacations, section 18.1(b) – Eliminate duplicative signature page, remove track changes	T/A 6-14-17
Union Proposal #23 Length of contract	The City desires a longer term contract (4-5 years).