

City of Lemoore & GASE
MOU Negotiation 2008

GASE Best, Last & Final Offer

Term:

3 years to expire June 30, 2011

Salary: - Total of 10%

4% across the board, effective 7/1/08

3% across the board, effective 7/1/09

3% across the board, effective 7/1/10

Plus Equity Adjustments:

In addition to the across the board increases listed above, the following classifications are proposed for salary increases listed below. Equity adjustments will be effective as follows: First half of EA effective July 1, 2008, second half of EA effective July 1, 2009.

- Police Records Technician – 6% (3% eff. 7/1/08; 3% eff. 1/1/09)
- Senior Maintenance Worker – 4% (2% eff. 7/1/08; 2% eff. 1/1/09)
- Senior Building Inspector - 7% (3.5% eff. 7/1/08; 3.5% eff. 1/1/09)
- Community Service Officer – 3% (3% eff. 7/1/08; 3% eff. 1/1/09)
- Equipment Mechanic - 4% (2% eff. 7/1/08; 2% eff. 1/1/09)
- Senior Equipment Mechanic – 11% (5.5% eff. 7/1/08; 5.5% eff. 1/1/09)
- Housing Specialist - 13% (6.5% eff. 7/1/08; 6.5% eff. 1/1/09)
- Buildings Maintenance Coordinator – 5% (2.5% eff. 7/1/08; 2.5% eff. 1/1/09)
- Code Enforcement Officer - 25% (12.5% eff. 7/1/08; 12.5% eff. 1/1/09)
- Secretary - 5% (2.5% eff. 7/1/08; 2.5% eff. 1/1/09)
- Senior Account Clerk - 7% (3.5% eff. 7/1/08; 3.5% eff. 1/1/09)
- Account Clerk II - 9% (4.5% eff. 7/1/08; 4.5% eff. 1/1/09)
- Account Clerk I - 9% (4.5% eff. 7/1/08; 4.5% eff. 1/1/09)
- Office Assistant I - 4% (1.5% eff. 7/1/08; 1.5% eff. 1/1/09)

Health Benefits:

Increase the City's contribution on Health Insurance Premiums over time to 80% of the least expensive plan (usually the HMO). City contribution will be capped at \$1,000 per month per employee for the term of this MOU. Increase will be phased in the following manner:

City contribution will be 70%; effective July 1, 2008
City contribution will be 75%; effective January 1, 2009
City contribution will be 80%; effective January 1, 2010

Out of Class:

Tentative agreement of June 9, 2008.

WWTO, Water Distribution, Refuse (Class B):

The GASE is amenable to the concept of altering the classifications list, whereby employees in the Maintenance Worker series within the Wastewater and Water Divisions would have a classification change (i.e. Utility Operator) that would reflect the new negotiated Maintenance Worker series pay plus the equivalent of their entitled certificate pay (up to 7.5%). Utility Operators would be compensated by the City in advance for training and testing to obtain required State Licenses and then would be responsible to maintain the certificates as part of the job requirement, which means: pass the trainings and tests to be certifiable AND enroll in and successfully complete any Continuing Education (CE) requirements in the future. The City would pay for all CE requirements in advance.

It is our understanding that the City is preparing the appropriate language for the MOU.

Certification pay for employees who possess a Class B license as part of their job duties will increase from 2% to 3%. The City will continue to pay (as billed) for employee's required annual medical physicals.

Schedule:

Refuse employees will only be subject to a 5/8 and/or a 4/10 schedule (at no less than four month intervals). These employees will be paid accordingly with regard to Holiday pay (10 hrs. for a holiday, 5 hrs. on a "half day" holiday such as Christmas Eve during the 4/10 season and 8 hrs/4 hrs accordingly in the off-season).

The GASE agrees to the language provided by the City at the meeting of 6/20/08 regarding work schedule as it applies to employees other than refuse drivers. 30-day notification must be written.