

TENTATIVE AGREEMENT

August 14, 2017

Subject to ratification by the OCEA Bargaining Unit membership, and approval by the Oceanside City Council, the parties hereto agree to include in their successor Memorandum of Understanding the following modifications:

1. **TERM** – July 1, 2017 to June 30, 2019.
2. **SALARY – New Salary Step**: Effective with the first full pay period starting in July 2017, a new salary step “G” will be established and shall be 5% higher than Step “F”. To be eligible to advance to the higher step, an employee must have served in the classification at “F” step for a minimum of eighteen (18) months and be performing at a meets standard level.
3. **DEFERRED COMPENSATION** – Effective the first pay day in January 2018, the City will contribute \$28.85 per pay period (\$750 annually) to an employee’s 457 Deferred Compensation (pre-tax) account.
4. **RETIREMENT** – Effective the first full pay period in January 2018, in addition to paying their full employee contribution, all employees considered as “Classic” members by CalPERS shall contribute an additional 1% in cost sharing pursuant to Government Code Section 20516(F).
5. **THE PROBATIONARY PERIOD** – Effective the first full pay period following adoption of this MOU by the City Council, the length of the probationary period shall be modified from six (6) months to twelve (12) calendar months unless otherwise specified by the City. This change is prospective and will not affect those employees hired or promoted into a classification represented by this Association prior to the Council’s adoption of this MOU.
6. **THE SALARY STEP PLAN** – Effective the first full pay period following adoption of this successor MOU by the City Council, the “B” or second salary level may be granted to an employee after satisfactory completion of twelve (12) calendar months of service during the probationary period.
7. **MEDICAL COVERAGE** – During the term of this MOU, either party may request to reopen discussions on bringing back OCEA represented employees to the City’s medical plans. Any changes will require mutual agreement between the parties.
8. **SIDE LETTERS** – Incorporate May 18, 2016 Side Letter language between the City and OCEA regarding “Scheduled Overtime” and January 17, 2017 Side Letter recognizing ISA Certified Arborist as a professional certification.
9. **SPECIAL SALARY ADJUSTMENTS (SSA):**

As indicated below:

- Year 1 SSA - First full pay period of July, 2017
- Year 2 SSA - First full pay period of July, 2018 as indicated below

<u>Authorized Position Name</u>	<u>SSA %</u>	<u>Year 1 SSA</u>	<u>Year 2 SSA</u> <u>7-18</u>
Distribution Operator I	4.00%	2.00%	2.00%
Distribution Operator II	4.00%	2.00%	2.00%
Distribution Operator III	4.00%	2.00%	2.00%
Sr. Distribution Operator	4.00%	2.00%	2.00%
Code Enforcement Officer III	2.00%	1.00%	1.00%
Community Resource Center Assistant	0.50%	0.25%	0.25%


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Dated: 8-14-2017, Oceanside City Employees' Association

BY 
 Chester Mordasini (Chief Negotiator)
 President/Business Agent
 Teamsters Local 911

BY 
 For Michael Heiser
 President, OCEA

Dated: 8-14-17, City of Oceanside

BY 
 Robert O'Brien (Chief Negotiator)
 Human Resources Director