

TENTATIVE AGREEMENT

Between
CITY OF EL CERRITO
And
S.E.I.U. LOCAL 1021

June 27, 2022

3.1 Duration of this Memorandum

The recommendations set forth in the Memorandum of Understanding are final. Except as otherwise provided herein, no changes or modifications shall be offered, urged or otherwise presented by the Union or the City for the duration of this agreement, provided, however, that nothing herein shall prevent the parties to this Memorandum of Understanding from meeting and conferring and making modifications herein by mutual consent. The term of this agreement shall be from July 1, 20~~22~~²⁰ to December 31, 2023~~June 30, 2022~~.

8.1 Holidays

The following holidays are recognized as municipal holidays for pay purposes for all full-time and permanent part-time represented employees:

New Year's Day	Labor Day
Dr. M.L. King Jr. Birthday (3rd Monday in January)	Veterans' Day
President's Day (3rd Monday in February)	Thanksgiving Day
Memorial Day	Day after Thanksgiving
<u>Juneteenth</u>	Christmas Eve Day
July 4th	Christmas Day
	½ Day New Year's Eve

In the event that any of the aforementioned days falls on a Sunday, the following Monday shall be considered a holiday for pay purposes. In the event that any of the aforementioned days falls on a Saturday, the preceding Friday shall be considered a holiday for pay purposes. (Department managers may make changes in the above schedule in accordance with the needs of their department.)

The afternoon of New Year's Eve, commencing at 12:00 noon, shall be considered a holiday for pay purposes. In the event that New Year's Eve fall on a Sunday or a Monday, the preceding Friday afternoon shall be considered a holiday for pay purposes.

For employees on an alternative workweek schedule, if a holiday falls on a normal workday, full-time employees will be granted 7 ½ hours or the normal pro-rated portion for those who are benefited regular part-time employees. The employees may apply

vacation or other discretionary hours in order to receive their normal hours for the workweek. If a holiday, a day named in the Memorandum of Understanding, falls on the Friday that City Hall is closed, the employee will be allowed to work equivalently fewer hours in the affected workweek(s) or be given the equivalent number of floating holiday hours at the discretion of the department manager. In no event should this result in fewer hours to serve the public.

13.1 Salaries for Represented Classifications

- ~~There shall not be a salary or wage increase for any of the represented classifications in July 2020.~~
- Effective the first full pay period in July 202~~1~~², the City will increase the salary or wages ranges for all represented classifications by 3.0%.
- Effective the first full pay period in January 2023, the City will increase the salary or wages ranges for all represented classifications by 1.0%.
- Effective the first full pay period in July 2023, the City will increase the salary or wages ranges for all represented classifications by 1.0%.

XX.X Pension Reimbursement

- Classic miscellaneous employees shall make the 8.0% employee contribution towards PERS.
- Effective the first full pay period in July 2022, miscellaneous classic employees shall make an additional 0.5% contribution towards PERS, for a total of 8.5% contribution towards PERS.
- Miscellaneous employees hired after December 31, 2012, who are not "Classic Employees" as defined for PERS and are receiving retirement benefits as per the Public Employees' Pension Reform Act (PEPRA), shall pay 50% of the normal costs of their retirements as determined by PERS in accordance with PEPRA requirements or 8.5%, whichever is greater.

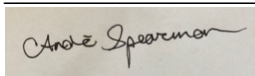
An employee's pension contribution shall be tax deferred and made in accordance with IRS Section 414 H(2).

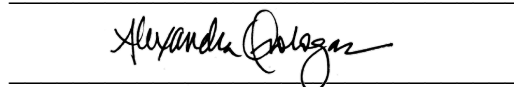
XX.X One-Time Payment

- Employees who are employed by the City on December 1, 2022, are eligible to receive a One-Time Payment of \$400.00. The One-Time Payment shall be received by the employees in the first full pay period in December 2022.

For SEIU Local 1021

For the City of El Cerrito











Jennifer Bright