

City of Piedmont
COUNCIL AGENDA REPORT

DATE: June 18, 2007

FROM: Mark Bichsel, Finance Director

SUBJECT: Recreation/Childcare Employee Group Three Year Agreement

RECOMMENDATION:

Approve a three year Memorandum of Understanding between the City of Piedmont and Recreation/Childcare Employees Group for the positions of Childcare Site/Recreation Program Coordinator and Assistance Childcare Site/Recreation Program Coordinator. For each year of the three year agreement, authorize a 2.5% base salary increase, coupled with a Cost of Living increase that has a floor of 2.5% and a ceiling of 5%, newly instituted cost sharing provisions for medical benefits, schoolmates program use at no fee and sellback provisions regarding compensatory and vacation time.

BACKGROUND

Following numerous closed sessions, the city council reached consensus regarding a three year salary and benefits package for the recreation/childcare employee group.

The key provisions of the agreement are as follows:

- Effective April 1, 2007 a base salary increase of 2.5% and a 3.44% cost of living increase.
- Effective April 1, 2008 and April 1, 2009, a base salary increase of 2.5% plus a cost of living increase based upon the Consumer Price Index (CPI) of the San Francisco-Oakland-San Jose Statistical Metropolitan Areas, All Urban Consumers Index, for the one year periods ending December 31, 2007 and 2008 respectively.
- The children of employees covered by this Memorandum of Understanding are eligible to attend the Schoolmates Program at no charge.
- Between April 1, 2007 and March 31, 2010, compensatory time accrual may be cashed out to a maximum of forty (40) hours per year at the discretion of the Department Head.

The key provisions of the agreement are as follows (continued):

- An employee may elect to convert for payment in cash a maximum of forty (40) hours unused vacation days per year, provided that eighty (80) hours have been used in the calendar year the vacation sellback takes place. The time is computed at the employee's current salary rate, provided adequate funds are available in the effected department's budget as determined by the City Administrator.
- Effective January 1, 2008, health insurance premiums will be at a shared cost between the city and the recreation/childcare employees group. If the PERS Kaiser North premium increases more than the Consumer Price Index (CPI) of the San Francisco-Oakland-San Jose Statistical Metropolitan Areas, All Urban Consumers Index, for the one year periods ending December 31, 2007, 2008 and 2009 respectively, the amount above the CPI will be shared equally between the city (50%) and the employees (50%). If the employee or the employee and dependents chose to enroll in a plan other than PERS Kaiser North, the employee is also responsible to pay the amount of the cost which exceeds the PERS Kaiser North rate. Such contribution shall be made by payroll deduction.
- When agreements are negotiated with other city bargaining units in 2007 and/or 2008, the recreation/childcare group shall have the option of paying the shared cost of the health insurance premium increases on the same basis as any other rank and file group.

