

MASTER
MEMORANDUM OF UNDERSTANDING
on
WAGES, HOURS, AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT

LIVERMORE MANAGEMENT GROUP
and
CITY OF LIVERMORE

TERM OF MEMORANDUM
July 1, 2021 through June 30, 2025

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CHAPTER 1. ADMINISTRATIVE

ARTICLE I. PARTIES TO UNDERSTANDING

This Memorandum of Understanding is entered into by and between the CITY OF LIVERMORE, a municipal corporation hereinafter referred to as "CITY," and CITY OF LIVERMORE MANAGEMENT GROUP hereinafter referred to as "MANAGEMENT GROUP" pursuant to Government Code 3500, et seq. This Memorandum of Understanding applies to those classes of employment set forth in Appendix "A" attached hereto and made a part hereof.

ARTICLE II. RECOGNITION

CITY OF LIVERMORE MANAGEMENT GROUP is the formally recognized employee organization for the middle managers. The City Manager or a designated representative is the representative of the City of Livermore in employer-employee relations matters.

ARTICLE III. STATE LAW COMPLIANCE

This Memorandum of Understanding complies with the provision of Section 3500, et seq., of the Government Code of the State of California, and the City of Livermore City Council Resolution 9-77 in that the parties have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in said representation unit, and have freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

ARTICLE IV. CITY COUNCIL APPROVAL

This Memorandum of Understanding shall be presented to the Livermore City Council as the joint recommendation of the undersigned parties for salary and employee benefit adjustments for the period commencing July 1, 2021 and ending June 30, 2025.

ARTICLE V. TERMS OF UNDERSTANDING

It is mutually recommended that the modifications shown in this Memorandum of Understanding be made applicable on the dates indicated and in conjunction with the existing unmodified rules, regulations and ordinances of the City, shall constitute the wages, hours and working conditions for those employees represented by CITY OF LIVERMORE MANAGEMENT GROUP for the period July 1, 2021 through June 30, 2025.

Except as otherwise specifically provided herein, this Memorandum fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire agreement between the parties in any and all matters subject to meet and confer. Neither party shall, during the term of this Memorandum demand any change herein, provided that nothing herein shall prohibit the parties from changing the terms of this Memorandum by mutual agreement.

CHAPTER 2. SALARIES AND OTHER COMPENSATION

ARTICLE I. SALARIES

Effective for the pay period beginning July 5, 2021, salaries of classifications assigned to this bargaining unit will reflect an increase of two percent (2.0%).

Subsequent contract years will include the following increases:

- Effective July 4, 2022 – 3.5%
- Effective July 3, 2023 – 2.5%
- Effective July 1, 2024 – 2.0%

In recognition of rising medical costs, the City will increase base salaries as follows:

- Effective July 5, 2021 – 0.5%
- Effective July 4, 2022 – 0.5%
- Effective July 3, 2023 – 0.5%
- Effective July 1, 2024 – 0.5%

ARTICLE II. OVERTIME COMPENSATION

For managers deemed to be FLSA non-exempt employees, overtime will be paid in accordance with the Fair Labor Standards Act (FLSA). Non-exempt employees are not eligible for Administrative Leave.

ARTICLE III. SUPERVISORY DIFFERENTIAL PAY

It shall be the policy of the City to recognize supervisory responsibilities of management employees by providing a differential in base salary between the supervising management employee and the subordinate employee(s). The minimum amount of differential to be paid to the management employee shall be:

- 10% above a non-management subordinate
- 7.5% above a management subordinate

Procedures and Conditions

The differential will only be applied when there is a direct and immediate departmental supervisory relationship. The City Manager shall be the final determiner of the supervisory relationship and in other than department head positions the department head shall be responsible for recommending to the City Manager the supervisory relationships within the department.

Approval

Differential adjustments shall not be made without the City Manager's approval.

Determination of Amount

The amount of differential shall be based on the actual dollars of the subordinate employee's base salary, not on salary ranges.

Effective Date of Adjustment

The differential adjustment in the supervisor's salary shall be effective on the first day of the pay period concurrent with or immediately following the effective date of the subordinate employee's increase in base salary.

Effect of Differential Adjustment on Next Salary Increase

When the salary of a management employee is adjusted in recognition of a supervisory differential, the amount of that adjustment will not be considered as part of base salary when calculating any increase in the employee's base salary.

Multiple Position Supervisory Classification

If a supervisory classification has more than one allocated position and more than one rate of base salary for incumbent employees due to time in class or other reason, the supervisory differential adjustment shall

be determined solely on the basis of the individual difference between subordinate and supervisor base salaries.

Temporary Assignments

Temporary or acting assignments will be considered as separate actions and shall not be cause for differential adjustments based upon supervisor relationships.

Probationary Employee

In setting or adjusting the salary of a probationary management employee, the City Manager shall determine in each individual case how much, if any, of the minimum differential will be applied.

ARTICLE IV. UNIFORM ALLOWANCE

An annual uniform allowance will be paid to eligible employees in the following classifications who are required to obtain, maintain, and wear a uniform as follows:

Police Facility and Equipment Manager - The annual uniform allowance shall be \$600.

Uniform Allowance shall be paid in equal amounts each pay period as earned. Eligible employees who enter service will receive an advance of the prorated amount of uniform allowance after beginning employment.

ARTICLE V. TUITION REIMBURSEMENT PLAN

All management employees are eligible to participate in the tuition reimbursement plan as defined in the Personnel Rules and Regulations of the City and detailed in Administrative Regulation 14 dated July 18, 1994, Tuition Reimbursement. Reimbursement shall be paid at a rate of 75% of verified costs for books and tuition except as outlined in Article IX below and is subject to the availability of funds as determined by the City Manager.

ARTICLE VI. DEFERRED COMPENSATION

Eligible employees shall be able to participate in the deferred compensation program that the City may establish, administer, revise, sponsor, or make available to eligible employees. Effective with the pay period beginning December 1, 2014, the City will contribute \$92.30 per pay period to each employee's deferred compensation account.

Effective July 9, 2018, the City will increase its contribution to deferred compensation by \$32.70 to \$125 per pay period with a required matching employee contribution of \$25 per pay period.

Effective July 8, 2019, the City will increase its contribution to deferred compensation by \$30 to \$155 per pay period with a required matching employee contribution of \$50 per pay period.

Effective July 6, 2020, the City will increase its contribution to deferred compensation by \$30 to \$185 per pay period with a required matching employee contribution of \$75 per pay period.

In order for an employee to receive the annual increase to the City's contribution to deferred compensation, the employee must contribute the indicated matching amount for that period.

The amount will be pro-rated for part-time employees.

ARTICLE VII. EMPLOYEE PROFESSIONAL CERTIFICATIONS, LICENSES, AND MEMBERSHIP IN ORGANIZATIONS

Licenses and Certifications: The City will reimburse employees for the cost of state or other licensing or certification when such licensing or certification is verified by the department head to be a requirement for the job. If an employee fails a test required to gain certification, the City will not pay for costs associated specifically with the retesting portion of the certification fee. Should an employee leave the employment of the City of Livermore, he/she shall proportionately reimburse the City for any time remaining in the certification period.

Regulations and procedures covering course work for certifications are covered in the City of Livermore Personnel Rules and Regulations and Administrative Regulation 14, "Tuition Reimbursement" except as follows. Reimbursement for course work required to maintain a required license or certification will be made at the rate of 100% upon verification by the department head that the course work is required to maintain certification.

Professional Memberships: Professional memberships required as part of the employee's professional licensure or certification as verified by the department head shall be reimbursed at 100%. City reimbursement for professional memberships not so required will be considered as part of the budgetary process, subject to the City Manager's determination.

ARTICLE VIII. ACTING PAY

Eligibility. An employee assigned to perform substantially the duties of a higher job classification as determined by the department head (or the City Manager, in the absence of the department head) for at least five (5) calendar days, shall receive acting pay retroactive to the date of the assignment and shall be paid in a lump sum as soon as administratively feasible.

Rate of Pay. An employee who qualifies for Acting Pay as described above in "Eligibility" shall be paid the starting rate of salary established for the salary range of the temporary assignment. An exception to this will be made if this salary rate is less than 5% over the employee's current base salary rate. In that circumstance, the employee will receive the amount within the range that represents a 5% increase over the employee's current base salary rate. Additionally, the employee will receive no less than 2.5% over the highest compensated employee supervised. In no event shall the rate paid exceed the top step of the assigned classification. If an employee is assigned to an acting assignment for 12 months, the department head or City Manager as outlined above in "Eligibility" may provide an additional increase of up to 7% or the maximum of the range, whichever is less.

ARTICLE IX. SPECIAL PROJECT PAY

Eligibility. An employee assigned to perform management duties by the City Manager to facilitate the completion of a project requiring skills and knowledge greater than those of the employee's normal duties for a period of at least 30 calendar days, shall receive Special Project Pay.

Effective Date. Effective the 30th calendar day from commencement of the special project assignment, the employee shall receive Special Project Pay retroactive to the date the employee was assigned to such duties. The City Manager may make an exception in a situation in which s/he has knowledge that the assignment will last 30 calendar days or more. Retroactivity will be paid in a lump sum payment as soon as administratively possible.

Rate of Pay. An employee who qualifies for Special Project Pay described in "Eligibility" and "Effective Date," shall be paid 5% - 7% over the employee's current salary as determined by the City Manager. An

exception will be made if the project includes full supervision of other employees. In such a situation, the employee will be paid the 5% - 7% referenced above plus an additional percentage as necessary to ensure that the Special Project Pay reflects a differential of 2.5% over the highest compensated position supervised. If an employee performs in a special project assignment for 12 months, the City Manager may provide an additional increase of up to 7% effective the beginning of the 13th month.

ARTICLE X. BILINGUAL PAY

Employees who are certified by the department head and approved by the City Manager and who utilize one of the following languages while performing their assigned duties shall receive Fifty Dollars (\$50.00) for each pay period starting with the first pay period after their certification and for as long as they remain certified.

Bilingual pay shall apply to fluency in the following languages: Spanish, Vietnamese, Arabic (including Persian, Iranian and Farsi), Chinese, Cambodian, Sign Language, and other languages as determined by the department head.

ARTICLE XI. SAFETY SHOES

Management employees who may be required to wear safety shoes or boots shall be eligible to be reimbursed up to Two Hundred Dollars (\$200) per fiscal year for the purchase of safety shoes as defined by the Occupational Safety and Health Administration. Employees in the following classifications will be eligible for reimbursement: Assistant City Engineer, Building Official, City Engineer, Construction Inspection Manager, Inspection & Neighborhood Preservation Manager, Public Works Supervisor, Senior Civil Engineer, and Water Resources Operations Manager. The City Manager may provide other classifications safety shoe reimbursement at his/her discretion.

CHAPTER 3. LEAVES

ARTICLE I. VACATION

Full-time employees shall accrue vacation as follows:

<u>Years of Service</u>	<u>Accrual Rate Per Pay Period</u>
First year*	3.1 hours
Second through fifth	4.62 hours
Sixth through tenth	5.23 hours
Eleventh through fifteenth	6.19 hours
Sixteenth through nineteenth	6.93 hours
Twentieth or more	7.4 hours

*Probationary employees must satisfactorily complete their probationary period before being advanced to the second year accrual rate.

Vacation Accumulation

Employees may accumulate up to three hundred and seventy-five (375) hours of vacation. Employee vacation accruals shall be suspended after reaching 375 maximum hours until employee is below the 375 maximum vacation hours accrual. Employees are responsible for monitoring their respective accruals.

Vacation Cash Out

All employees will be eligible to cash out up to eighty-five (85) hours of vacation semi-annually during

the months of June and December each year. Employees must retain a minimum balance of forty (40) hours of vacation at the time of each cash out. The City Manager may suspend the payout provision if she/he determines that a demonstrated fiscal crisis exists.

During the month of December of each year, employees must make an irrevocable election to cash out vacation in the following calendar year. Failure to submit an irrevocable election form shall be the same as electing not to cash out vacation leave during the following calendar year.

The employee will be responsible to make sure the elected vacation hours to be cashed out are available at the time of each vacation cash out. If an employee, either due to not meeting the minimum balance requirement or due to unanticipated usage, does not have enough vacation hours according to their election at the time of cash out, the employee will receive the remaining available balance or no cash out.

ARTICLE II. PARENTAL LEAVE

Any full-time employee who becomes a parent by adoption or foster care placement of a child or any employee who becomes a parent due to the birth of a child may use the equivalent of four (4) regularly scheduled workdays of sick leave to be with the child. Such leave will be in addition to and may be combined with, that allowed under the City's Personnel Rules and Regulations, Chapter 11, Section 11.04, Sub-section C.

ARTICLE III. BEREAVEMENT LEAVE

In the event of a death in the immediate family of an employee, the employee shall, upon request, be granted time off, not to exceed the equivalent of three (3) regularly scheduled workdays for full-time employees. The immediate family shall be defined as follows:

Spouse, children of the employee or of the employee's spouse or registered domestic partner, or other relative residing with the employee or receiving full support or subsistence from the employee, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law, and registered domestic partner. An employee may register a domestic partner by meeting the requirements set forth in the City of Livermore Declaration of Domestic Partnership form. The form will be filed with Human Resources and kept in the employee's confidential medical file in Human Resources.

In the event of the death of an employee's non-immediate family, an employee may use up to the equivalent of three (3) regularly scheduled workdays of accumulated sick leave. The non-immediate family shall be defined as follows:

Sister-in-law and brother-in-law

When unusual circumstances exist such as out-of-state travel, employee responsible for funeral arrangements, etc., an extension may be granted upon recommendation of the employee's department head and approval of the City Manager. Such extension may not exceed the equivalent of two (2) regularly scheduled workdays of accumulated sick leave.

Bereavement leave applies only in instances which the employee attends the funeral or is required to make funeral arrangements.

ARTICLE IV. ADMINISTRATIVE LEAVE

Each payroll year in recognition of the fact that management employees are to observe their regular work

schedule and perform any further hours needed to satisfactorily execute the duties and responsibilities of their positions, an annual base of eighty (80) hours of administrative leave will be allotted to all managers except as outlined in Chapter 2, Article II. Additional management leave up to a maximum of one hundred twelve (112) hours may be allotted as determined by the City Manager. Part-time employees will receive a pro-rate number of hours.

Administrative leave allotments and the conditions for its use are administered by the City Manager.

Beginning July 1, 2017, new employees or employees newly promoted to the Livermore Management Group will receive eighty (80) hours of administrative leave with no eligibility for additional leave.

ARTICLE V. HOLIDAYS

Holiday provisions are governed by the City of Livermore Personnel Rules & Regulations except as follows:

All managers: Employees shall be allowed to take authorized holidays off with pay or an in-lieu day off with pay if required to work under a schedule established or approved in advance by the Department Head. The City's interpretation of the Fair Labor Standards Act provides that a holiday shall consist of the number of hours regularly scheduled for the date on which the holiday is observed. If this interpretation changes, the City will meet and confer about the impact of any change on the reporting of holidays. In order to be eligible for holiday time off or pay in lieu thereof, the employee must be in an approved pay status on both their scheduled workday immediately preceding and their workday immediately following the holiday.

CHAPTER 4. INSURANCES AND HEALTH CARE

ARTICLE I. HEALTH CARE BENEFITS

The City will provide a monthly contribution from which the employee may pay health, dental, and vision premiums.

The City will contribute One Thousand Nine Hundred Fifty Dollars (\$1,950) per month per eligible employee. This amount will be prorated for employees who are scheduled to work less than full-time.

Any unused portion of the City's contribution will be added as taxable income to the employee's earnings.

ARTICLE II. LIFE INSURANCE

Eligible employees shall receive One Hundred Fifty Thousand dollars (\$150,000) of basic life insurance coverage under the provisions of the Life Insurance Program as established, administered, revised, sponsored, and made available to all eligible employees by the City. The City shall pay any and all premiums for this coverage.

Eligible enrolled employees may purchase additional and supplemental life insurance amounts.

ARTICLE III. LONG TERM DISABILITY INSURANCE

The City will select, administer, revise and sponsor a Long Term Disability Insurance program and make the program or plan available to all eligible employees. The City shall pay any and all premiums for this plan.

The plan shall provide a monthly benefit of 60% of base monthly earnings up to a benefit maximum of \$6,000/month.

ARTICLE IV. RETIREE HEALTH BENEFIT

The City shall provide the following retirement health benefit:

1. A new employee hired by the City into a Management Group position on or after February 1, 2006 shall be enrolled in a Retirement Health Savings (RHS) plan administered by a third party administrator selected by the City. The City shall contribute four percent (4%) of the employee's base salary into their retirement health savings account.

2. Management Group members employed by the City on or before January 31, 2006 who currently qualify for a retiree health benefit shall receive a retirement health benefit as described below. Temporary employment with the City does not qualify toward this benefit. In addition, any employee who separated service from the City and is rehired or reinstated to a Management Group position after January 31, 2006 shall be deemed a new employee whose service began upon the date of rehire or reinstatement.
 - a. The employee must have retired within 120 days of their last day of employment with the City of Livermore, except in a case of a husband and wife who both work for the City (see "Husband and Wife Employees,") and

 - b. The employee must have obtained a minimum of ten (10) years of service credit working for a CalPERS covered employer, which includes a minimum of five (5) years of full-time employment or equivalent with the City of Livermore. The total years of service working for a CalPERS covered employer will be validated by PERS and/or the employee's former employers at the time of retirement.

 - c. Industrial Disability Retirement
A member employed by the City on or before January 31, 2006 who retires from the City of Livermore with an industrial disability retirement from CalPERS and who is totally disabled, will be eligible for this benefit regardless of his or her length of service.

 - d. Husband and Wife Employees
If both husband and wife are Management Group members of the City of Livermore on or before January 31, 2006, and eligible for the retiree health benefit, both must be retired before they would be eligible for the retiree benefit. The 120 day retirement requirement will apply when the second spouse retires. When both are retired, each will be eligible for the benefit amount. If the retirees divorce, each will continue to receive a benefit.

 - e. Reimbursement Amount
Effective for a Management employee who retires between September 1, 2014 and June 30, 2015, the percentage used to calculate the monthly reimbursement amount will be based on the percentage schedule listed below and the Kaiser A Plan premium rate for an active employee and one dependent (two-party premium rate). The retiree health benefit will reimburse the cost of medical insurance; this does not include premium costs for dental, vision, or other similar forms of health services.

Effective for a Management employee who retires on or after July 1, 2015, the percentage used to calculate the monthly reimbursement amount will be based on the percentage schedule listed below and Kaiser Active Plan A premium rate for an employee and one dependent (two-party premium rate). The reimbursement amount will be for the actual cost of the monthly premium for medical insurance for the retiree and one dependent. The reimbursement amount shall not exceed the maximum amount that the retiree qualifies for based on the Kaiser Active Plan A premium rate for the employee plus one dependent and his or her years of service and shall not exceed the maximum dollar allotment for active employees for medical insurance as set forth in Chapter 4 Article I. The retiree health benefit will reimburse the cost of medical insurance; this does not include premium costs for dental, vision, or other similar forms of health services.

<u>CALPERS Years of Service</u>	<u>City's Contribution</u>
10	75%
15	80%
20	90%
25+	100%

f. Upon the retiree's eligibility for Medicare, the City will reimburse an amount including the cost of Medicare Parts A and B, if the employee is required to obtain such parts to secure medical coverage. The total amount of the reimbursement will not exceed the maximum amount the retiree qualifies for based on section (e) above.

g. A surviving spouse of a deceased retiree will be eligible to receive reimbursement in an amount equal to 50% of the reimbursement amount in effect at the time of death of the retiree. The surviving spouse must have been married to the retiree at the time of retirement. Eligibility for this benefit will cease upon remarriage or death of the spouse.

h. Administration

The City Manager will determine what form of evidence and frequency of its submission to the City is necessary for verification of retiree medical insurance coverage. Additionally, the City Manager will be responsible for establishing all procedures and policies necessary for administering the program in an orderly and equitable manner.

3. A City employee promoted into a Management Group position who is currently eligible for the RHS program and not eligible for a retiree health benefit shall continue to be enrolled in the RHS program with a City contribution of four percent (4%) of the employee's base salary into their RHS account. They will not be eligible for the retiree health benefit explained above in #2.

4. A Management Group member who retired prior to this Memorandum shall receive a retirement health benefit as provided in the Memorandum in effect at the time they retired.

ARTICLE V. HEALTH AND FITNESS

The City shall reimburse employees the cost of the monthly dues charged by a health/fitness club of the employee's choice as deemed appropriate by the City Manager. This amount shall not exceed One Hundred Dollars (\$100) per month. For purposes of this article, a health and fitness club shall include: exercise facilities, yoga studios, aerobic training facilities, monthly subscriptions to virtual online fitness classes and programs, marital arts studio, and similar establishments. Specifically excluded from reimbursement include country club memberships, golf course memberships, food-based subscriptions, and other similar recreational facilities. The decision of the Administrative Services Director regarding

eligibility for reimbursement under this article shall be final and not subject to appeal.

ARTICLE VI. LONG TERM CARE

The City will select, administer, revise and sponsor a voluntary Long Term Care Insurance program and make the plan available to all eligible employees. The employee shall pay any and all premiums for this plan. This program may be terminated at anytime in the event that the plan fails to meet the minimum enrollment requirements established by the insurance carrier.

CHAPTER 5. RETIREMENT

ARTICLE I. PERS RETIREMENT PLAN

The City of Livermore contracted with the California State Employees' Retirement System for an employee's retirement plan effective January 1, 1952. The retirement plan is now titled California Public Employee's Retirement System (PERS), local miscellaneous member category. Said plan was first amended effective November 1, 1959, and subsequently further amended as follows:

<u>AMENDMENT</u>	<u>EFFECTIVE DATE</u>	<u>SUPERSEDED</u>
Three Year Final Compensation	July 1, 1967	June 18, 1990
1959 Survivor Benefits	July 1, 1967	June 18, 1990
Credit for Unused Sick Leave	November 22, 1978	
Third Level 1959 Survivor Benefits	June 18, 1990	March 25, 1999
One Year Final Compensation	June 18, 1990	
2% @ 55 Full Formula	June 26, 1995	October 3, 2003
EPMC Reported as Special Compensation	December 25, 1995	
Fourth Level 1959 Survivor Benefit	March 25, 1999	
2.7% @ 55 Full Formula	October 3, 2003	
Military Service Credit	October 3, 2003	
2% @ 60 Full Formula	December 30, 2012	
2% @ 62 Full Formula	January 1, 2013	

Effective December 30, 2012, newly hired classic miscellaneous CalPERS members, as defined under the Public Employees' Pension Reform Act (PEPRA), are covered by the 2% @ 60 retirement formula with the Three Year Final Compensation provision. Such newly hired employees under this second tier will be responsible for the entire 7% (seven percent) employee paid member contribution.

As a result of the passage and enactment of PEPRA effective in January 2013, employees covered under this Memorandum and determined to be new members to CalPERS, shall make retirement contributions consistent with the provisions of PEPRA. Such provisions include a mandatory member retirement contribution of 50% of the total normal cost for the plan with a retirement formula of 2% @ 62 and the highest average annual compensation earned during three (3) consecutive years of CalPERS service.

CHAPTER 6. MISCELLANEOUS

ARTICLE I. APPLICABILITY OF PERSONNEL RULES AND REGULATIONS AND CITY POLICIES

The City of Livermore Personnel Rules and Regulations and policies established by the City Manager will govern all working conditions not addressed in this MOU. The City will meet and confer with the Management Group about proposed changes to these documents.

ARTICLE II. PART-TIME EMPLOYEES

Regular part-time employees are eligible for employee benefits. An employee whose position is budgeted for 20 but less than 30 hours per week would receive leave accruals and the City's contribution towards medical and related benefits at one-half of the full-time rate. A position budgeted for 30 but less than 40 hours per week would receive leave accruals and the City's contribution towards medical and related benefits at three-quarters of the full-time rate.


ARTICLE III. ECONOMIC UNCERTAINTY

The Management Group requests that the City meet and explain, prior to issuance of, if the City Manager determines that a demonstrated fiscal crisis exists. This meeting shall not constitute formal meet and confer, and impasse procedures do not apply.

Executed this 29th day of June, 2021, by the Employee-Employer representatives whose signatures appear below for their respective organizations.

Employee Representatives
Livermore Management Group

Employer Representatives
City of Livermore

By 

Jeff Shafer, President

By 

Marc Roberts, City Manager

By 

Anthony Smith, LMG Negotiating Team

By 

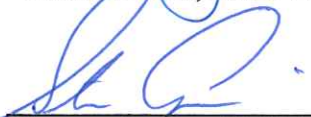
Douglas Alessio, Administrative Services Dir

By 

Judy Erlandson, LMG Negotiating Team

By 

Robin Morris, LMG Negotiating Team

By 

Steven Aguiar, LMG Negotiating Team