

AMENDMENT NO. 1

CITY OF SAN RAMON

UNREPRESENTED MISCELLANEOUS EMPLOYEES

MEMORANDUM OF UNDERSTANDING

FOR

JULY 1, 2014 THROUGH JUNE 30, 2018

This Amendment No. 1 to City of San Ramon Unrepresented Miscellaneous Employees Memorandum of Understanding for the period of July 1, 2014 through June 30, 2018, that the unrepresented sworn job classifications of Police Chief, Police Captain and Police Lieutenant shall for purposes of compensation adjustments, salary range adjustments, medical/dental opt-out payments, and retiree medical benefits, receive adjustments equal to the compensation adjustments, salary range adjustments, medical/dental opt-out payments, and retiree medical benefits as provided in the Memorandum of Understanding between the City of San Ramon and the San Ramon Police Officers Association for the period of July 1, 2014 through June 30, 2018.

The following shall apply:

*NOTE: The following language is in addition to previously approved language.*

5.3            Salary Adjustments

The Police Captain and Police Lieutenant classifications shall have salary ranges adjusted by an additional 3.65% effective July 1, 2014 to remove compaction issues with represented sworn employees.

*NOTE: The following language is in addition to previously approved language.*

12.3(a)(7)    Opt-Out Rates

Unrepresented sworn employees shall be the same as the represented sworn employees.

*NOTE: This following sections (a), (b) and (c) are replaced in their entirety from previously approved language.*

12.9            Retiree Medical

(a)            For miscellaneous (non-safety) employees hired before July 1, 2006 and for safety employees hired on, or before July 1, 2007, medical, dental and vision premium payments shall be made on behalf of employees + spouse/domestic partner who retire from the City of San Ramon based on the following formula:

0 to 3 years of service	No payment
4 to 7 years of service	50% of the cost of premiums
8 to 11 years of service	75% of the cost of premiums
12 years of more of service	100% of the cost of premiums

For the safety employees hired on, or before July 1, 2007, the City will grant vesting credit for service to be used in computing the years of service requirements for retiree health coverage to those with prior San Ramon experience under the Sheriff Contract, shall be the same as other represented sworn employees.

- (b) For miscellaneous (non-safety) employees hired after July 1, 2006 and for safety employees hired after July 1, 2007, medical, dental and vision premium payments shall be made on behalf of employees only who retire from the City of San Ramon based on the following formula:

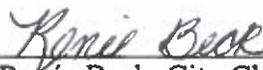
Upon completion of 5 years of service	25% of the cost of the premiums
After 5 years	Additional 5% for each year of service so that at the end of 20 years of service 100% of the cost of premium

- (c) For employees hired after July 1, 2014, the City will contribute an amount equal to 3% of the employee's salary to a Retirement Health Savings Plan with ICMA while employed with the City to be used to purchase a medical, dental, and/or vision plan. This will replace participation in the defined benefit retiree health plan. For unrepresented sworn employees hired after July 1, 2014, the City contribution shall be the same as other represented sworn employees.

Date: 10-30-14

City of San Ramon

  
\_\_\_\_\_  
Greg Rogers, City Manager

  
\_\_\_\_\_  
Ronée Beck, City Clerk

**RESOLUTION NO. 2014-102**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN RAMON  
APPROVING AMENDMENT NO. 1 TO THE CITY OF SAN RAMON  
UNREPRESENTED MISCELLANEOUS EMPLOYEES  
MEMORANDUM OF UNDERSTANDING**

**WHEREAS**, a Memorandum of Understanding (MOU) covering the City of San Ramon Unrepresented Miscellaneous Employees is in effect for the period of July 1, 2014 through June 30, 2018; and

**WHEREAS**, the Unrepresented Miscellaneous Employees MOU includes language that is specific to the working conditions of the unrepresented miscellaneous employees; and

**WHEREAS**, further language needs to be incorporated for the unrepresented sworn job classifications of Police Chief, Police Captain and Police Lieutenant to clarify sections of the MOU and to resolve issues of compaction; and

**WHEREAS**, the amendment as referenced, in Exhibit 1 attached, includes the unrepresented sworn employees shall for purposes of compensation adjustments, salary range adjustments, medical/dental opt-out payments, and retiree health benefits, receive adjustments equal to the compensation adjustments, salary range adjustments, medical/dental opt-out payments, and retiree health benefits as provided in the San Ramon Police Officers Association MOU.

**NOW, THEREFORE BE IT RESOLVED**, the City Council of the City of San Ramon does hereby approves Amendment No. 1 to the City of San Ramon Unrepresented Miscellaneous Employees Memorandum of Understanding.

**PASSED, APPROVED AND ADOPTED** at the meeting of October 28, 2014 by the following votes:

**AYES:** *Cm. Hudson, O'Loane, Perkins, Sachs, and Mayor Clarkson*

**NOES:**

**ABSENT:**

**ABSTAIN:**



Bill Clarkson, Mayor

**ATTEST:**

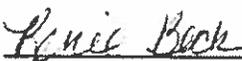
  
Renée Beck, City Clerk

Exhibit 1: MOU Amendment #1