

**CITY OF TURLOCK
TURLOCK CITY EMPLOYEES ASSOCIATION
2020-2021 SUCCESSOR MOU LABOR NEGOTIATIONS**

CITY's LAST, BEST, and FINAL OFFER

October 15, 2020

The City of Turlock and its operations and revenues have been affected by the COVID-19 pandemic. The City appreciates the hard work and contributions that employees have made while we are continuing to navigate through these challenging circumstances. It is the City's goal to preserve City services and employee positions to the extent possible, and to minimize many of the negative impacts that people throughout the state and nation have experienced.

City resources are limited and the City desires to continue bringing the City's health and welfare benefits and employer/employee contributions more in line with industry standards. With this background in mind, the City hereby makes this last, best, and final offer.

1:00 TERM OF AGREEMENT

July 1, 2020 to June 30, 2021

13:00 INSURANCE

13.01 Health, Dental & Vision Benefits

2. ~~The City agrees to pay the full premium for each covered employee and their dependents for health, dental and vision insurance.~~

Effective on October 1, 2020, or as soon as administratively feasible thereafter, the City's maximum contribution toward the monthly premiums for health, dental, and vision benefits shall be as set forth below. The maximum contribution amounts apply to both the traditional PPO and High Deductible Health Plan options.

	<u>Health</u>	<u>Dental</u>	<u>Vision</u>
Employee only	\$741.80	\$37.76	\$9.26
Employee/spouse	\$1,557.80	\$77.66	\$19.24
Employee child(ren)	\$1,409.44	\$64.13	\$15.68
Employee/spouse/child(ren)	\$2,410.88	\$101.18	\$24.23

Employees shall make monthly employee contributions toward benefits based on the 2020-2021 premium rate structure, which is attached hereto, and which is subject to

change in subsequent plan years. Employee premium contributions shall be deducted from employee payroll on a pre-tax basis and in accordance with the law.

13.02 Deferred Compensation Contribution in Lieu of Health Benefits

(STATUS QUO)

27:00 HOLIDAYS

The City agrees to provide 40 hours of “in-lieu” time off in 2020-2021. “In-lieu” time shall be taken as follows:

December 24, 28, 29, 30, 31, 2020. The floating holiday designated as the day before or after Christmas or New Year’s Day shall be taken on December 23, 2020.

Employees who cannot be excused for a short period of time for public safety or City operational reasons, as determined by the Department Director, will have “in lieu” time credited on December 31, 2020, to be taken prior to December 31, 2021. Time off in lieu is “use or lose” with no cash value.

PRESCRIPTION CHANGES

The City and TAPO agree to form a joint labor-management committee (and which will include the other employee groups) to review and consider recommendations set forth in the CPAC report related to potential changes to the City’s prescription plan.

TAPO shall appoint one (1), and up to three (3), members to participate in the labor-management committee, and the committee shall hold its initial meeting by no later than September 30, 2020. The labor-management committee shall make non-binding recommendations to the City Council by no later than March 30, 2021.