

**The City of Vallejo and
The Vallejo Police Offices Association
In Fact-Finding (SMCS# SF-IM-130-M)
List of Issues
Updated as of November 15, 2013**

ISSUE	MOU §§	CITY PROPOSAL	UNION PROPOSAL	NOTES
Health				
Health Premiums	Section 22 (“Health Benefits”)	Reduce City contribution towards Active Employee medical premiums from 100% of Kaiser to \$300/mo plus cafeteria plan contribution for total of 75% of Kaiser.	Reduce City Contribution towards Active Employee medical premiums from 100% of Kaiser to 75% of Kaiser.	
Retiree Medical	Section 22 (“Health Benefits”)	Ees Hired before 1/1/14 – maintain same direct PEMHCA contribution as active employees Ee’s hired after 1/1/14 – PEMHCA minimum plus 1.5% VEBA contribution	Defined Retiree Medical Benefits: 1. Ees hired before 2/1/09 – greater of 100% lowest cost plan or 66.67% of Kaiser 2. Ees hired on or after 2/1/09 – after 10 years of service, greater of 100% of lowest cost plan of 66.67% of Kaiser. 3. City shall establish an irrevocable trust and contribute the full ARC each year 4. Each member of the VPOA hired prior to ratification shall contribute 3.5% to the trust	

Note: The City’s Last Best and Final Offer did not include changes to Section 12 (“Overtime”).

Note: City drops proposal on Bankruptcy payment (Section 50).

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Dental Benefits	Section 23 (“Dental Plan”)	Clarify that plan will be “substantially similar” to the one in effect on June 30, 2013.	Maintain Status Quo “City shall maintain the existing dental plan”	

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Retirement				
Longevity Pay	Section 8 (“Salaries”)	Eliminate Longevity Pay	Maintain Longevity Pay	Current Provision <ul style="list-style-type: none"> • Minimum 8 years Vallejo service • 20+ Years of police service = 5% • 25+ Years of police service =10%
Retirement Formula	Section 27 (“Retirement Plan”)	Classic Ees : 3% @50 New Members: 2% @50 Other PEPRA Cleanup	Classic Ees : 3% @50 New Members: 2% @50 (max 2.7@57) Other PEPRA Cleanup	Agreed

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<p>Retirement Contribution</p>	<p>Section 27 (“Retirement Plan”)</p>	<p>All bargaining unit employees shall also contribute an additional 3.4% towards their PERS retirement benefit. In the event the parties cannot agree to this additional contribution, all bargaining unit members will have their salaries reduced by 3.4%.</p>	<p>For the term of the MOU, all VPOA members shall pay 3% of the employer’s share of the PERS required Contribution.</p>	

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Leave				
Sick Leave Accrual	Section 20 (“Sick Leave, Sick Leave Buy Back, Maternity Leave, and Bereavement Leave”)	Reduce sick leave accrual to eight (8) hours per month for all bargaining unit members	Reduce sick leave accrual to ten (10) hours per month for employees hired after 1/1/14	
Sick Leave Payout	Section 20 (“Sick Leave, Sick Leave Buy Back, Maternity Leave, and Bereavement Leave”)	Prospectively eliminate Sick Leave Payout for separating employees Not intended to impact previously banked sick leave	Maintain status quo	

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Wages				
Wages	Section 8 (“Salaries)	10/1/13 – 5% Pay Reduction (all steps)	Employees hired after the ratification of this agreement will be subject to a new entry level salary step equating to 5% below the current entry level salary (total of six steps). Police Officer salary range modified to extend time to achieve top step from 3 years to 5 years. One year required between each salary step.	
Supplemental Pays	Section 9 (“Other Salary Provisions”)	Eliminate all supplemental pays not included in the MOU.	Maintain Status Quo	
	Section 10 (“Supplemental Allowances”)	Convert bilingual premium from 1% premium to \$75/mo	Maintain Status Quo	
	Section 14 (“Hazard Duty Pay”)	Convert motorcycle duty premium from 2.5% premium to \$200/mo	Maintain Status Quo	
	Section 14 (“Hazard Duty Pay”)	Convert SWAT premium from 1% premium to \$80/mo	Maintain Status Quo	

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POST Pay	Section 18 (“Educational Incentive Pay”)	Eliminate POST Pay for employees hired on or after 1/1/14	Maintain Status Quo	Current: <ul style="list-style-type: none"> • 3% Intermediate POST • 5% Advanced POST (Cumulative)

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Miscellaneous				
Promotions	Section 6 (“Promotions”)	Status Quo	1. City shall commit to promotion of captains from within; 2. Future promotions will be determined based on "rule of five;" 3. Chief and VPOA to establish a new promotional testing procedure.	
Telephone Expense	Section 10 (“Supplemental Allowances”) A. Telephone Expense	Eliminate Provision; Telephone expenses are covered by telephone reimbursement policy	Members may choose either to receive a City-issued cell phone or receive \$75/month reimbursement.	
Out of Town Expenses	Section 15 (“Out of Town Expenses”)	Eliminate Provision; Out of Town expenses are covered by the City’s Travel Policy	Maintain provision and update rates to Travel Policy	
Hours of Work	Section 11 (“Hours of Work”)	Status Quo	Delete reference to eight (8) hour shifts. Add language indicating that members shall be entitled to a schedule including at least three (3) consecutive days off each work week.	Current language provides for a 4/10 schedule with option for 8 hour shifts.

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Duration				
Existing Benefits	Section 33 (“Existing Benefits”)	Eliminate “Existing benefits” provision	Maintain Status Quo	
Term	Section 49 (“Term of Agreement”)	One year.	Three years	
“Entire Agreement” Clause	Section 49 (“Term of Agreement”)	Add integration (“entire agreement”) clause	No integration clause	
Automatic Extension of Agreement	Section 49 (“Term of Agreement”)	Delete the following “and from year to year thereafter, unless either party shall have given written notice to the other of its desire to amend or terminate the Agreement not less than six (6) months prior to June 30, 2012, or any subsequent anniversary date of the Agreement”.	Accept City Proposal	Agreed

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Cleanup				
Cleanup	Section 1 (“Recognition”)	Modify Identification of Represented Classification	Accept City Proposal	Agreed
	Section 6 (“Promotions”)	Add “of eligibles”	Accept City Proposal	Agreed
	Section 8 (“Salaries”)	Eliminate Sections A-E, which refer to salary increases from 2008-11	Maintain Status Quo	
	Section 9 (“Other Salary Provisions”)	Add “at”	Accept City Proposal	Agreed
	Section 13 (“Standby, Court and Call Back Pay”)	Add “and;” Delete “The primary purpose of this Subsection is to ensure minimum staffing”	Accept City Proposal	Agreed
	Section 16 (“Uniform Allowance”)	Update MOU to reflect Uniform Allowance of \$1142 and quarterly payments	Accept City Proposal	Agreed
	Section 17 (“Holidays and Holiday Pay”)	List City Holidays for PERS Purposes	Accept City Proposal	Agreed
	Section 19 (“Annual Leave”)	Cleanup language	Accept City Proposal	Agreed
	Section 39 (“POST Training”)	Grammatical corrections	Accept City Proposal	Agreed

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	Section 47 (“Substance Abuse/Drug Testing”)	Add “a person of”	Accept City Proposal	Agreed
	Section 49 (“Use of Annuitants”)	Add “in compliance with Government Code Sections 21220 et seq”	Accept City Proposal	Agreed

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