

CITY OF TAFT
Management/Supervisory/Confidential Compensation Plan

Article 1 - Introduction

This Plan has been adopted by Resolution of the City Council of the City of Taft and is intended to define wages, hours and other terms and conditions of employment for those employees of the City of Taft designated and Management, Supervisory or Confidential employees by resolution of the City Council.

Article 2 - Salaries

Attached as "Attachment 1" to this Agreement is the salary schedule applicable to Management employees during the term of this Agreement.

Article 3 - Section 125 Program

The City shall continue to offer a Premium-Only Section 125 Program whereby employee contributions toward health and dental insurance premiums will be paid not subject to Federal Income Tax, State Income Tax, or FICA. Employee participation in the program will be voluntary.

Article 4 - Health Insurance

During the term of this Plan, City agrees to assume the cost of employee and dependent health insurance as follows:

The City will continue to pay 100% toward employee and dependent health and vision coverage based upon the Kaiser or Blue Shield HMO Rates.

Article 5 - Life Insurance

Employees included in the Plan shall be entitled to participate in the City's group life insurance program upon completion of thirty (30) days continuous service.

Should an employee elect to participate in group life insurance program, the City shall bear the total cost of such insurance for the individual employee. Employees, however, may not secure group life insurance benefits for dependents under this program.

Group life insurance benefits shall be \$25,000 for each participating employee.

The City's group life insurance program also provides employee benefits in the event of accidental death or dismemberment subject of conditions outlined in the City's group life insurance policy.

Article 6 - Retirement Benefits

Employees in this plan will be responsible for paying the employee contribution required to be paid by employees to CalPERS in accordance with the Public Employees Pension Reform Act (PEPRA)

All such payments of the City shall be reported as normal contributions and shall be credited to said employees' accounts pursuant to Government Code Section 20691. This PERS pick-up is done in accordance with Section 414H(2) of the Internal Revenue Code.

Current employees will retain their current level of retirement benefits in accordance with the City's contract with CalPERS. Employees hired by the City of Taft will have retirement benefits in accordance with the provision of the Public Employees Pension Reform Act (PEPRA)

Article 7 - Special Leave

Effective July 1 of each fiscal year, employees in this unit shall be granted fifty-six (56) hours, Special Leave with pay which may be requested to be used at any time during the fiscal year upon approval of their department head. This leave must be used during the fiscal year in which it is received. Special Leave may not be carried over to a subsequent fiscal year. Any unused Special Leave at the end of the fiscal year or at time of termination will be forfeited and has no cash value.

Employees who commence employment after July 1 shall receive upon hire a pro-rata amount based on the months remaining in the fiscal year.

Article 8 - Overtime Compensation

Those employees included in the Plan who are classified as non-exempt employees as defined in the Federal Fair Labor Standards Act shall be entitled to overtime compensation or compensatory time-off (ATO) in accordance with applicable provisions of the Personnel Policies and Procedures of the City of Taft.

Those employees included in the Plan who are classified as exempt employees as defined in the Federal Fair Labor Standards Act shall not be eligible for overtime compensation or for compensatory time-off (ATO) regardless of the number of hours worked.

Article 9 - Premium Pay

Those employees included in the Plan who are classified as non-exempt employees as defined in the Federal Fair Labor Standards Act shall be entitled to receive premium pay in accordance with applicable provisions of the Personnel Policies and Procedures of the City of Taft.

Those employees included in the Plan who are classified as exempt employees as defined in the Federal Fair Labor Standards Act shall not be eligible to receive premium pay other than that specifically authorized by the City Council or by this Plan.

For purposes of this Article 10, premium pay shall include, but is not limited to call out pay, holiday pay in lieu of time off, call out pay, inmate supervision pay, uniform allowance.

Article 10 - Higher Classification Pay

In the event a non-exempt employee is assigned to perform duties of a job classification higher than the classification to which the employee is normally assigned for a cumulative total in excess of 40 hours in a fourteen (14) consecutive day payroll period, such employee shall be paid at the A step of the higher classification for all hours worked in such classification.

Should such an employee's current salary exceed the A step of the higher classification, he shall be paid at that step which represents a 5% increase over his current base salary.

No employee shall perform work in a higher job classification unless specifically directed to do so by the head of the department to which the employee is normally assigned or by the formally designated representative of such department head.

Under normal circumstances, exempt employees shall not be eligible for Higher Classification Pay unless such pay is approved in advance by the City Manager or a designated representative thereof.

Article 11 - Other Benefits

All provisions of the Taft Municipal Code and all personnel policies and procedures, rules and regulations of the City as they now exist or as they may be hereafter amended shall apply to those employees included in the Plan, these in addition to such benefits as may be specifically enumerated or modified herein

Article 12 - No Concerted Action

Employees governed by this Plan will not engage in any work slowdown, speedup, picketing, or refusal or failure to fully and faithfully perform job functions and responsibilities, or otherwise interfere with the operation of the City Administration, Community Correctional Facility, Fire Department, Police Department, Public Works Department or any department or operation of the City of Taft.

If, during the term of this Plan, management/supervisory/confidential employees of the City engage in informational picketing, such picketing shall be restricted to sidewalks directly adjacent to City Hall, Taft Fire Department, Taft Police Department, the CCF and the City Corporation Yard.

Article 13 - Non-Discrimination

The City of Taft shall provide equal opportunity for all qualified persons; prohibit discrimination because of race, color, religion, sex, age or national origin and promote the full realization of equal opportunity. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the City because the employee has elected to exercise those representation rights specified in Section 3500 et. seq., California Government Code.

Article 14 - Savings Clause

It is agreed that in the event a court order renders any Article of this Plan null and void, said ruling shall negate only the appropriate article and the balance of this Plan shall stand as written and remain in full force and effect until modified by action of the City Council.

Article 15 - Supplemental Pay

The City agrees to make a supplemental pay in the amount of seven percent (7%) of the employees annual base salary at the time the payment is made as reflected on the City-wide salary schedule to all regular employees covered by this MOU who have been continuously employed with the City of Taft prior to September 2012. Payment in the aforementioned amount will be made to employees on Friday, October 16, 2015 and again on Friday, July 1, 2016.

Attachment I

MANAGEMENT, SUPERVISORY, CONFIDENTIAL SALARY PLAN Effective October 6, 2015

The following Classifications are included in this plan as Management, Supervisory or Confidential and are designated as Exempt under the FLSA and are not eligible to receive overtime or any premium pay other than that specifically authorized by the City Council or by this Plan.

The following Classifications are included in this plan as Management, Supervisory or Confidential and are designated as non-exempt under the FLSA.

	<u>Salary Range</u>	<u>Bi Weekly</u>
Administrative Assistant (Assigned to City Manager)	45.9	\$1963.66-\$2386.85
Administrative Technician	39.9	\$1690.46-\$2054.76
Building Official/Compliance Officer	50.4	\$2197.17-\$2670.68
Fleet Manager	42.9	\$1821.95-\$2214.59
Human Resources Assistant	25.1	\$1168.20-\$1419.95
Public Works Supervisor/Safety Officer	49.8	\$2164.50-\$2630.97
Transit Coordinator	33.8	\$1451.63-\$1764.47
Grants and Records Assistant	23.1	\$1111.29-\$1350.78