

**City of Concord
and
Teamsters Local 856**

**City Off-The-Record Package Proposal
September 10, 2014**

This off-the-record proposal is made in the interest of resolving the current negotiations over a successor Memorandum of Understanding (“MOU”) and avoiding a more protracted formal negotiations process. In the event this proposal is not accepted, the City reserves the right to modify, amend and/or add proposals, including the addition of proposals that are not included in this package.

1. TERM:

City AGREES to 10 months (July 1, 2014 - April 30, 2015).

2. WAGES

Effective the first full pay period following adoption by the City Council, City AGREES that base wage for all bargaining unit classifications will be increased by 2.6%.

3. HOLIDAY CLOSURE

City AGREES to eliminate the Holiday Closure effective fiscal year 2014-15.

4. HEALTH AND WELFARE

- Active Medical - Maintain status quo (50/50 split)
- Medical in Lieu (Effective 1/1/15)
 - Employees participating in the in lieu program as of 1/1/15
 - Medical in lieu fixed at \$500/month
 - A one-time lump sum payment in the amount of \$750 payable the first full pay period in January 2015 (equivalent to \$187.50 per month from January 1 through April 30, 2015)
 - All other (regardless of hire date) employees - \$200 per month.

5. DISPATCHERS

- City AGREES to perform Total Compensation Survey of Dispatcher classification
- City AGREES to Reopener in December to look at total compensation for the Dispatcher Classification

6. POLICE RECORDS

All terms and conditions of employment not addressed herein to remain status quo

City of Concord and Teamsters Local 856

- City AGREES to continue discussions regarding classification title for employees working in Police Records as part of a Labor/Management meeting.

7. RETIREMENT

Amend MOU to incorporate PEPRA changes, including retirement formula, employee contribution, and limitations on pensionable compensation for “new members.”

8. RETIREE MEDICAL

The City and the Teamsters Local 856 agree to meet and discuss retiree healthcare benefits.

Either the City or Teamsters may provide notice to the other of its request to meet and discuss. Upon such notice, the parties shall begin these meetings within ten (10) calendar days after the City or Teamsters receives notice from the other. The City and Teamsters shall continue to meet in good faith during the term of this MOU in an effort to reach a mutual agreement over changes to retiree medical benefits for incorporation into a successor MOU.

Such discussions do not constitute “*meet and confer*” or a waiver of the MOU, or an agreement to reopen the MOU. It is the intention of the Association to engage in meaningful discussions in an attempt to address the City's concerns and objectives over OPEB liabilities. Any changes to retiree medical benefits during the term of this MOU shall be by mutual agreement.

9. General MOU Cleanup

Remove outdated language, etc.