

# BCEA CONTRACT RATIFICATION

## — TENTATIVE AGREEMENT TERMS —

<b>TERM</b>	Provide a three (3)-year term of agreement from July 1, 2023 to June 30, 2026.
<b>COMPENSATION</b>	<p>Provide the following general base wage increases:</p> <p><b>First year wage increase VARIES BY JOB CLASSIFICATION (SEE BACK FOR CHART— BCEA WEIGHTED AVG.: 7.22%) effective the first full pay period following July 1, 2023, or the first full payroll period following approval and adoption of the MOU, whichever is later;</b></p> <p><b>3% effective the first full pay period following July 1, 2024;</b></p> <p><b>3% effective the first full pay period following July 1, 2025</b></p> <p>The City will perform a total compensation market study and provide it to BCEA no later than April 15, 2026 for purposes of discussion in successor MOU negotiations.</p>
<b>ON-CALL ASSIGNMENT</b>	<p>Upon management’s discretion, employees on new-hire probation are eligible to carry Public Works on-call phones.</p> <p>Increase on-call compensation from \$300 to \$550 per week.</p> <p>Existing MOU language and pay related to holidays will continue.</p>
<b>BILINGUAL PAY</b>	<p>Increase the bilingual rate from \$100 to \$150 per month; including an annual review to confirm continued operational need.</p> <p>Remove the cap of up to ten (10) Association bilingual assignments. Approval is at manager discretion.</p>
<b>BOOT ALLOWANCE</b>	Increase the annual work shoe allowance from \$250 to \$300 per fiscal year.
<b>WORKING OUT OF CLASS</b>	Decrease the number of days without additional compensation employees work out of classification from twenty (20) to fourteen (14) days in a fiscal year.
<b>HOLIDAYS</b>	Provide holiday pay equivalent to employees’ <i>regularly</i> scheduled shift of 8 hours, 9 hours or 10 hours.
<b>BEREAVEMENT LEAVE</b>	Change twenty-seven (27) hours to three (3) working days.
<b>POLICE RECORDS DEPARTMENT HOLIDAY LEAVES</b>	For period of contract, continue side letter with 18 hour carry over.
<b>WELLNESS PROGRAM</b>	Increase wellness allowance to \$500, City to provide redlined MOU language on the development of a City-wide protocol for submission of wellness program reimbursements that allows for an efficient process.
<b>CLEANUP LANGUAGE</b>	Mutually agreeable non-economic language clean up.

**— FIRST YEAR PERCENTAGE SALARY INCREASES BY CLASSIFICATION —**

\* ASSUMING WHITTIER PASSES WCEA MOU 6/27/23

UPDATED MARKET STUDY RESULTS PERCENTAGE FROM MEDIAN

<b>ACCOUNTANT I</b>	<b>-5.13</b>
<b>ACCOUNTING TECHNICIAN I</b>	<b>-13.26</b>
<b>ACCOUNTING TECHNICIAN II</b>	<b>-13.26</b>
<b>ADMINISTRATIVE ASSISTANT (SECRETARY IN MOU)</b>	<b>-7.11</b>
<b>ADMINISTRATIVE CLERK I</b>	<b>-7.11</b>
<b>ADMINISTRATIVE CLERK II</b>	<b>-7.11</b>
<b>ASSISTANT ENGINEER</b>	<b>-8.87</b>
<b>ASSISTANT PLANNER</b>	<b>-10.74</b>
<b>ASSISTANT TO CITY CLERK</b>	<b>-10.00</b>
<b>BUILDING INSPECTOR</b>	<b>-10.47</b>
<b>BUILDING MAINTENANCE TECHNICIAN</b>	<b>-5.52</b>
<b>BUSINESS OUTREACH SPECIALIST</b>	<b>-13.26</b>
<b>CITY CLERK SPECIALIST</b>	<b>-7.11</b>
<b>CODE ENFORCEMENT OFFICER</b>	<b>-10.47</b>
<b>COMMUNITY DEVELOPMENT SPECIALIST</b>	<b>-7.11</b>
<b>DUPLICATING TECHNICIAN I</b>	<b>-12.17</b>
<b>DUPLICATING TECHNICIAN II</b>	<b>-12.17</b>
<b>ECONOMIC DEVELOPMENT ANALYST I</b>	<b>-3.73</b>
<b>ENGINEERING TECHNICIAN I</b>	<b>-12.17</b>
<b>ENGINEERING TECHNICIAN II</b>	<b>-12.17</b>
<b>ENVIRONMENTAL SERVICES INSPECTOR</b>	<b>-8.61</b>
<b>FIRE PREVENTION SPECIALIST I</b>	<b>-18.73</b>
<b>FIRE PREVENTION SPECIALIST II</b>	<b>-18.73</b>
<b>HEAVY EQUIPMENT MECHANIC I</b>	<b>-6.04</b>
<b>HEAVY EQUIPMENT MECHANIC II</b>	<b>-6.04</b>
<b>HELP DESK TECHNICIAN</b>	<b>-6.05</b>
<b>HOUSING REHABILITATION SPECIALIST</b>	<b>-13.26</b>
<b>LANDSCAPE MAINTENANCE CONTRACT ADMINISTRATOR</b>	<b>-5.52</b>
<b>MAINTENANCE SERVICES CREW LEADER</b>	<b>-5.52</b>
<b>MAINTENANCE SERVICES WORKER I</b>	<b>-5.52</b>
<b>MAINTENANCE SERVICES WORKER II</b>	<b>-5.52</b>
<b>MEDIA SERVICES SPECIALIST I</b>	<b>-6.04</b>
<b>PERMIT TECHNICIAN</b>	<b>-5.52</b>
<b>PLANNING TECHNICIAN</b>	<b>-10.74</b>
<b>POLICE COMMUNITY OUTREACH COORDINATOR</b>	<b>-6.04</b>
<b>POLICE RECORDS CLERK</b>	<b>-9.21</b>
<b>POLICE RECORDS TECHNICIAN</b>	<b>-9.21</b>
<b>PUBLIC WORKS INSPECTOR I</b>	<b>-10.47</b>
<b>PUBLIC WORKS INSPECTOR II</b>	<b>-10.47</b>
<b>REPROGRAPHICS SPECIALIST</b>	<b>-12.17</b>
<b>SENIOR CITY CLERK SPECIALIST</b>	<b>-9.21</b>
<b>SENIOR FIRE PREVENTION SPECIALIST</b>	<b>-18.73</b>
<b>SENIOR POLICE RECORDS TECHNICIAN</b>	<b>-9.21</b>
<b>STREET SWEEPER OPERATOR</b>	<b>-5.52</b>
<b>WATER DISTRIBUTION CREW LEADER</b>	<b>-5.09</b>
<b>WATER DISTRIBUTION OPERATOR I</b>	<b>-5.09</b>
<b>WATER DISTRIBUTION OPERATOR II</b>	<b>-5.09</b>