

TENTATIVE AGREEMENT TERMS

— JULY 1, 2023 TO JULY 1, 2027 —

Your OCEA Negotiations Team has reached a tentative agreement on the terms and conditions of a new memorandum of understanding with the City and recommends a “Yes” vote to ratify the agreement. Here is a detailed summary of the agreement:

1. FOUR YEAR TERM

July 1, 2023 to July 1, 2027. This will provide OCEA members with peace of mind and security.

2. WAGE INCREASES

3.5% (Year 1) | 3.0% (Year 2) | 3.0% (Year 3) | 3.0% (Year 4)

3. PAY FOR PERFORMANCE INCREASE

3% (Meets) | 4% (Exceeds) | 5% (Outstanding) — Increases take effect July 1, 2024

4. SIGNING BONUS

2.0% Lump Sum Bonus (June 30, 2023)

5. NEW DENTAL/VISION

The City will pay 100% of dental and vision premiums for employee only (HMO and PPO).

6. CAFETERIA CASH CONTRIBUTION

Effective January 1, 2026, the City shall increase the City benefit plan contribution by a not to exceed percentage increase of 3.5%, or the CalPERS basic HMOs rate for the average percent increase, whichever is less.

January 1, 2027, the City shall increase the City benefit plan contribution by a not to exceed percentage increase of 3.5%, or the CalPERS basic HMOs rate for the average percent increase, whichever is less.

7. NEW FLEXIBLE WORK SCHEDULE

Employees in good standing may request to work in alternative schedule, including a 9/80 schedule, or a 1-day per week telecommute schedule option.

8. NEW PAID HOLIDAYS FOR PART-TIME WORKERS!

PERS eligible employees working in a full-time equivalent classification shall observe the following holidays: Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year’s Day.

9. NEW PART-TIME OPTIONAL BENEFITS PLAN (CAFETERIA PLAN)

The City shall provide part-time ACA eligible CalPERS positions with the same annual CalPERS minimum employer contribution as full-time employees, to be applied toward monthly medical benefit premium.

10. PART-TIME EMPLOYEE GENERAL LEAVE INCREASE

Part-time workers will now have an additional 20 hours of general leave.

11. VACATION CLEAN-UP

Workers will begin accruing vacation leave upon hire date.

12. GRIEVANCE PROCEDURE

Simplification of informal discussion procedure.

13. NEW ENHANCED UNION RIGHTS

OCEA will now have access to binding arbitration in the rare instances of disagreement with the City over MOU provisions.

14. NO TAKEAWAYS

The tentative agreement does not include ANY takeaways for OCEA!