

PCEA CONTRACT RATIFICATION

THE PLACENTIA CITY EMPLOYEES ASSOCIATION
EXECUTIVE BOARD UNANIMOUSLY RECOMMENDS YOU



VOTE YES

— TENTATIVE AGREEMENT TERMS —

TERM	Provide a two-year term of agreement from July 1, 2023 to June 30, 2025.
COMPENSATION	Provide the following general base wage increases: 5% effective the first full pay period following July 1, 2023 5% effective the first full pay period following July 1, 2024
HOLIDAY CLOSURE	Continue PTO leave for Holiday Closure listed under Article XVII, Section B for the term of the agreement.
BOOT ALLOWANCE	Increase boot allowance for eligible classifications to \$325 per year. Add Police Services Supervisor-Records and Public Safety Communications Supervisor as eligible classifications.
UNIFORM CLEANING ALLOWANCE	Add Police Services Supervisor-Records, Public Safety Communications Supervisor, and Code Enforcement Officer as eligible classifications
CLASS AND COMPENSATION STUDY	City shall conduct and complete a classification and compensation study of all PCEA represented classifications no later than December 31, 2024. Results from the market study shall be subject to meet and confer as part of any successor MOU negotiations (for contract beginning July 1, 2025).
ONE-TIME BONUS	All employees in paid status as of the approval and adoption of the MOU will receive a one-time bonus of 5% base rate of pay. The bonus would be paid upon completion of the next full pay period after the adoption of the MOU.
PUBLIC SAFETY DISPATCH	HOLIDAY PAY <ul style="list-style-type: none">Unit employees in positions subject to shift work in the Public Safety Communication Center will have, in addition to regular base pay, the option of taking holiday time off if staffing requirements are met and with the approval of their supervisor, or of being paid for the unused holiday time for all holidays recognized in the MOU.For employees who are not on duty for the holiday, holiday pay will be paid at 10 hours. For employees who work the holiday, they will be paid the same number of holiday hours as their assigned shift. All Holiday pay will be paid on the employee's bi-weekly paycheck corresponding to the pay period in which the holiday falls. NIGHT SHIFT <ul style="list-style-type: none">Employees assigned to the Public Safety Communications Center who are scheduled to work the night shift shall receive a differential of 5% of their base rate of pay for all hours worked on the night shift.For employees assigned to the Public Safety Communications Center, night shift shall be defined as all hours worked between 6 p.m.-6 a.m. POST CERTIFICATION <ul style="list-style-type: none">Provide POST certification pay in the amount of \$250 annually, paid the first pay period in July, for all dispatchers holding an Intermediate POST certificate.Provide POST certification pay in the amount of \$500 annually, paid the first pay period in July, for all dispatchers holding an Advanced POST certificate. Revise language under Work Schedules applicable to Public Safety Dispatch to reflect current mandate process. Clean up MOU to reflect current reporting structure and remove non-applicable references to Police/Police Chief.
STANDBY COMPENSATION	SHIFT TRADES <ul style="list-style-type: none">City and PCEA representatives shall work on the development of a policy to memorialize a process for shift trades. PROBATIONARY PERIOD <ul style="list-style-type: none">Newly-hired Public Safety Dispatchers and Public Safety Dispatch Supervisors (recruit with less than one year's experience) shall be subject to an eighteen (18) month probationary period. Increase standby amount for Public Works to \$250 per seven (7) day period.

CONTINUED ON REVERSE

ASSIGNMENT PAY	PCEA and the City agree to develop a policy related to hazardous clean-up assignments. City agrees that PCEA represented employees will not be required to respond to hazardous clean-ups without proper training or PPE.
MEDICAL INSURANCE	City and PCEA representatives shall participate in the exploration and possible development of an employee paid pre-funded post-employment benefits program for unit employees.
BEREAVEMENT LEAVE	Increase from 3 paid days to 5 paid days.
TEMP UPGRADE PAY	Change to 5% to reflect current step differentials. This applies when an employee is temporarily assigned to a higher classification.
COURT STANDBY	Revise language to specify that if court is called off before Noon, there is no afternoon period stand-by pay.
COMPENSATORY TIME OFF	<p>Revise MOU language to memorialize FLSA CTO to be banked in the FLSA CTO bank and no longer posted to the PTO bank.</p> <p>Unit members may accrue FLSA Compensatory Time Off (FLSA CT) in lieu of payment for working FLSA overtime. FLSA CT hours will be banked on an hour for hour earned basis. The one-half time hours will be paid as earned at the straight time rate. FLSA CTO accruals are capped at a maximum of two hundred and forty (240) hours.</p> <ul style="list-style-type: none"> • Effective June 30, 2025, FLSA CTO accruals are capped at a maximum of one hundred ninety five (195) hours. • Any FLSA CTO accruals over one hundred ninety five (195) by the end of the contract will be paid at the employee's regular rate of pay. <p>Upon promotion to a classification outside the PCEA bargaining unit, all accrued and unused compensatory time will be paid out at the employee's regular rate of pay prior to being promoted.</p> <ul style="list-style-type: none"> • Leave cash out may be paid in cash out as a deferred compensation contribution, at the employee's option.
ANNUAL LEAVE BUY BACK	<p>To be eligible for Leave Buy Back, employee must utilize 40 hours of PTO in the preceding 12 months. This will take effect for the buy down option paid in 2024.</p> <p>Leave Buy Back will be paid at base rate of pay and employee may elect to have this paid in case or as a deferred compensation.</p>

**VOTING WILL TAKE PLACE FROM
NOON-1 P.M. THURSDAY, JUNE 22, 2023
IN THE COUNCIL CHAMBERS.**

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VOTE YES