

THE CITY OF SAN CLEMENTE & THE SAN CLEMENTE CITY EMPLOYEES ASSOCIATION

TENTATIVE AGREEMENT

SEPTEMBER 9, 2020

The City of San Clemente (CoSC) and The San Clemente City Employees Association (SCCEA) tentatively agree to the following terms regarding a successor Memorandum of Understanding (MOU) agreement.

Items negotiated in the current MOU but not included in this proposal will continue as status quo.

Term – The term of this MOU will be for one (1) year, running from July 1, 2020 through June 30, 2021.

Wages – Employees will receive the following base salary increases:

Effective the first full pay period in July 2020 – 1.00%

Group Medical, Dental, Vision & Life Insurance – Employees will receive the below increases to their contributions effective the first full pay period in January, 2021 for this MOU.

Employee Only – \$15.00

Single + 1 – \$20.00

Family – \$25.00

COBRA Coverage – For employees who are laid off, the City shall pay the monthly contribution for a period not greater than six (6) months from the date of layoff.

The Total Cost of Compensation (TCC) of the above proposal is 1.00% with a net increase to employees of 1.00%. Please note that the current MOU in place (July 1, 2017 – June 30, 2020) held a TCC of 9.30% with a net increase to employees of 6.00%.

The terms and conditions proposed above are conditioned upon the ratification by the SCCEA membership and approval by City Council.

City of San Clemente

San Clemente City Employees' Association

Erik Sund, Interim City Manager

Kade Boisseranc, SCCEA President

Jake Rahn, Dep Admin Services Director

Allen Balsler, SCCEA Vice President

Heather Lowe, HR Manager

Dan Lowrie, SCCEA Former President

Saliem Aregaye, OCEA Representative