

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
CITY OF MARINA AND THE MANAGEMENT
EMPLOYEES ASSOCIATION OF MARINA
2023-2025**

This Agreement is entered into by and between the City of Marina and the Mid-Management Employees effective July 1, 2023, and shall extend the current MOU through June 30, 2025. The Parties agree to the following Terms and Conditions

1. Term

A. Expires June 30, 2025

2. Salary

A. General Salary Increases:

Year 1 - Effective the first full pay period after July 1, 2023, all classifications shall receive a four percent (4%) increase to base salary.

Year 2 - Effective the first full pay period after July 1, 2024, all classifications shall receive a four percent (4%) increase to base salary.

- 3. Salary Study Preparation:** The City will continue to conduct salary surveys and is open to bring MMEA classifications within 10% of the current market salary rate for each classification, with an initial focus on employees who are under ten percent (-10%) or more, of current market salary data. The salary survey/study includes hourly wages offered for each position as well as discussion on "total compensation (including all offered benefits for listed positions). The comparable cities shall include Gilroy, Hollister, Monterey, Pacific Grove, Salinas, Seaside, San Luis Obispo and Watsonville. *For positions that may be difficult to compare to our standard comparable agencies, we may look at additional comparable agencies of various sizes and structures, that may more closely reflect the City of Marina size, structure, and operations.

- By agreeing to conduct the survey the City assumes no obligation regarding salary adjustments for the succeeding bargaining agreement(s)

4. Medical, Dental & Vision, Flexible Benefit Plan

A. Effective January 1, 2024, the City shall contribute towards the monthly insurance premium equal to 75% of the lowest cost medical plan offered by the City.

B. The City shall pay Dental insurance premium per month as follows:

Dental Plan	Employee Only	Employee + 1	Employee + 2 or more
Premier Access	\$9.67	\$24.00	\$29.00

C. The City shall pay vision insurance premium per month as follows:

Vision Plan	Employee Only	Employee + 1	Employee + 2 or more
Vision Service Plan	\$20.00	\$20.00	\$20.00

- D. Flexible Benefit Plan: The City shall implement a Section 125 Flexible Benefit Plan for the members of the Association, as follows:
 - E. City shall provide an allowance of \$541 per month to each member for medical insurance and voluntary programs such as Dental insurance, Vision insurance and Long-Term Disability Insurance, Term Life Insurance, Medical Expense Reimbursement Account and Dependent Care Reimbursement account.
 - F. The allowance must be applied toward payment of monthly premium for the PERS Health plan, previously described to all members for members and their families except a member may decline coverage for the member and/or a member's family if the member provides proof satisfactory to the City that the person for whom coverage is declined is covered under a qualifying group health insurance policy from another source.
 - G. City shall offer Dental insurance, Vision insurance, Term Life insurance, Medical Expense Reimbursement and Dependent Care Reimbursement on a voluntary basis. At the members election, the cost of these benefits may be paid from any portion of the allowance described above or an offset to the members salary, if the combined cost of the benefits exceeds the allowance.
 - H. If the allowance is in excess of the cost of all benefits, the difference shall be provided to the employee in cash. Any amounts taken in cash will be paid out in a bi-monthly payment. It is expressly understood that any future limit on the amount of cash and deferred compensation shall be subject to the meet-and-confer process.
 - I. City will provide a Medical Expense Reimbursement Account into which a member may pay any amount not to exceed \$2,160 annually (\$180 per month). A member may also pay into the Dependent Care Reimbursement Account which member may pay any amount not to exceed \$5,000 annually (\$416.66 per month). City shall prepare a Flexible Benefit Plan worksheet for distribution to all members, which shall reflect the premiums for each element of the plan.
 - J. City shall pay up to \$60.00 per member for the cost of setting up the Flexible Benefit Plan
 - K. City shall pay up to \$6.00 per member per month for the administrative fee. Flexible Benefit Plan
- 5. **Life Insurance:** City will provide on behalf of each member \$50,000.00 life insurance coverage at a cost to employee effective January 1, 2024
- 6. **Long Term Care Disability:** City will provide on behalf of each member Long Term Disability which will pay 60% of pre disability earnings up to a max of \$180,000.

7. **Retirement:** The City shall provide retirement benefits for each Mid-Management employee under the Public Employees' Retirement System (PERS), as follows:

A. Retirement Plans

1. For non-public safety Mid-Management members,
 - a. Tier 1 – CalPERS 2% @ 55 provided to all miscellaneous member employees hired prior to December 31, 2012
 - b. Tier 2 – CalPERS 2% @ 62 plan will be provided to all miscellaneous members hired on or after January 1, 2013 who are new members as defined under the PEPRA

B. Contributions

1. Effective January 1, 2013 Tier 1 and Tier 2 Mid-Management members will pay the full member contribution rate required by CalPERS
2. Effective January 1, 2013, Tier 2 Mid-Management members shall pay 50% of the normal cost of the retirement plan as identified annually by CalPERS. This contribution may change annually as required by the PEPRA
3. The City will include in reportable wages to PERS the City payment of the Mid-Management member's PERS contribution. It is agreed any costs that are incurred by the City will be assumed by the Mid-Management member.

8. Survivor Benefits

- A. The City will amend the PERS contract to include 1959 Survivors Benefit Level four for the Association. The employee cost will be \$2.00 per month.

9. Holiday Schedule

- A. For each member of the group the following holiday schedule shall apply

- Martin Luther King Jr. Birthday (3rd Monday of January)
- Presidents Day (3rd Monday of February)
- Memorial Day (Last Monday of May)
- Juneteenth (June 19)
- Independence Day (July 4)
- Labor Day (First Monday of September)
- Veterans Day (November 11)
- Thanksgiving Day and the next day (4th Thursday and next Friday of November)
- Winter Break (December 24 – January 1)

- B. When one of the above designated holidays falls on a weekend, then the weekday nearest that day will be considered as that holiday.

10. **Leaves:** Leave for Mid-Management members shall accrue and be administered, as follows:

- A. **Administrative Leave.** Members shall receive one hundred (100) hours' yearly Administrative Leave, earned in a lump sum on July 1st of each year. Maximum Administrative Leave Accrual for Members of this Association will be two hundred forty hours (240). Unused Administrative Leave shall be paid at current salary upon termination of employment to a maximum of two hundred (240) hours.
- B. **Cash-out:** The City will pay each Member at their request a maximum amount of sixty (60) hours of administrative leave each fiscal year, at the Member's individual regular rate of pay upon 30 days' notice to payroll.
- C. **Vacation:** Vacation time shall be accrued as described in the City Personnel Rules. Maximum Vacation Accrual for Members of this Association will be as follows: A) 0 to 10 years of service – two hundred (200) hours B) 10 or more years of service – three hundred (300) hours. Unused Vacation Accrual shall be paid at the current salary upon termination of employment to a maximum of three hundred (300) hours of vacation leave.
 - a. **Emergency Cash Draws on Vacation.** Under extreme financial need, caused by either a death or medical emergencies in the family, at the request of the member, the City Manager with approval of the City Council may grant up to eighty (80) hours of cash draw on accrued vacation time if such a practice is not precluded by law or regulation.
- D. **Sick Leave:** All members of the Association shall accrue Sick Leave at the rate of 3.69 hours (12 days per year per pay period. A maximum of 1,440 hours may be accumulated at retirement, 35% of the hours accumulated, to a maximum of 504 hours, will be paid to the employee.

11. **Longevity Compensation**

- A. After nine (9) years of accumulated service with the City, an employee with overall "outstanding" evaluations for the previous two (2) years shall receive an additional five percent (5%) in compensation, or
- B. After ten (10) years of accumulated service with the City, an employee shall receive an additional five percent (5%) in compensation.

12. **Severance Pay:** Provide one (1) month's severance pay for the layoff or reductions in force causing the termination of any member of this group.

13. **Physical:** The City shall pay up to Three Hundred Dollars (\$300.00) for the cost of a physical examination for each Association Member annually. Employees shall provide the medical billing record to the City prior to receipt of reimbursement payment.
13. **Bilingual Pay:** Fifty dollars (\$50) per pay period salary increase shall be granted to up to one (1) employee in the bargaining unit who are fluent in both English and Spanish and acts as the City's interpreter. Eligibility for English-Spanish interpreter pay shall be determined by successfully passing the English-Spanish interpreter's oral test administered by the County of Monterey or another approved agency.

14. **Cell Phone Stipend:** Members of this unit may be required to have a cell phone as determined by their director and approved by the City Manager. The City will either provide a cell phone or the employee may elect to use their private cell phones during the course of business, including on-call services, after hours communications and/or use of data to research and access information during hearings, meetings, and/or presentations to the public for applicants/citizens, shall be provided with a monthly "Cell Phone Stipend" In the amount of \$25 per month, to be paid on the first pay period of each month (12 times a year).

The stipend shall cover a portion of the wireless carrier contract. The City shall not be obligated to provide any equipment or replace equipment resulting from normal daily use (including on the job). Drops, abuse, loss, or requirement to submit the device subject to court order/subpoena. The employee shall bear all responsibility for equipment upgrades and/or replacement, including phone cases, and wired or wireless headsets or any other extraneous devices.

15. **Tuition Assistance:** Without a commitment to the program, the City is willing to study the issue and look for a City-wide program within the next year.

16. **Catastrophic Leave:** Catastrophic Leave provides that employees who have suffered major non-job related physical or mental disability to themselves or a direct family member, as defined herein, and has exhausted or is about to exhaust all accrued leaves, shall be entitled to receive accrued vacation, administrative, sick and/or compensatory leave time earned by another employee to augment a portion or portions of the employee's sick leave, on behalf of the employee, employee's spouse, child, father, mother, step-father, step-mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent or grandchild. Both the donor and the recipient must be non-probationary, regular, full-time employees. Catastrophic Leave requests shall conform to the following criteria:

- a. Requests for donation of accrued vacation, administrative, sick and/or compensatory leave time shall be processed in accordance with procedures specified by the City Manager.

- b. All donations shall be voluntary. Donated leave time shall not exceed more than twenty five percent (25%) of the donor's individually accrued vacation, sick, and/or compensatory leave time totals at the time of the request.
- c. The minimum donation shall be eight (8) hours and, thereafter, in whole hour increments
- d. Once granted, all time transferred shall be deducted from the donor's account and shall thereafter be treated the same as though it had been earned by the donee as sick leave.
- e. Generally, the total leave credits received by the employee shall normally not exceed three (3) months for any single occurrence within a twelve (12) month period.

17. Bereavement Leave:

Regular and probationary employees are entitled to bereavement leave due to the death of a family member as follows:

- a. For purposes of this Section, "family member" means an employee's spouse (including domestic partner), child of either spouse, parent (of either spouse and including stepparent), sibling (including sibling-in-law), grandparent (of either spouse), and grandchild (of either spouse).
- b. For the death of a family member within the state, bereavement leave shall be limited to three (3) paid working days (or shifts) and two (2) unpaid working days (or shifts), except that an employee may use vacation, sick, or compensatory time off that is otherwise available to the employee to substitute for unpaid time. For the death of a family member out of state, bereavement leave shall be limited to five (5) paid working days (or shifts).
- c. Days of bereavement leave need not be consecutive but shall be completed within three months of the date of death of the family member.
- d. If requested by the City, the employee, within thirty (30) days of the first day of leave, shall provide documentation of the death of the family member. As used in this section, "documentation" includes, but is not limited to, a death certificate, a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency.

- 18. Severance:** Should any sentence, paragraph, section or portion of this agreement be determined to be invalid or unenforceable by any subsequent law, regulation or order of a court of competent jurisdiction, then the remainder of this agreement will remain valid and in full force and effect between the parties hereto.

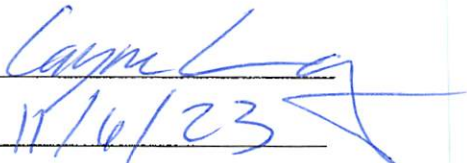
Duration of this agreement: This agreement shall take effect on July 1, 2023 and shall continue in force to and including June 30, 2025. If either party wishes to amend this Memorandum of Understanding, it shall provide written notice to the other no sooner than 120 days prior to the termination of the agreement. If neither party notifies the other in writing, the MOU shall remain in effect.

Salary Effective 7/1/2023:

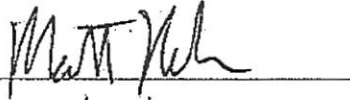
Title	Step A	Step B	Step C	Step D	Step E
Chief Building Official	\$59.7042	\$62.6894	\$65.8239	\$69.1151	\$72.5708
PW Superintendent	\$51.0971	\$53.6519	\$56.3345	\$59.1512	\$62.1087
Airport Services Manager	\$51.1994	\$53.7594	\$56.4474	\$59.2697	\$62.2333
Planning Services Manager	\$59.6960	\$62.6808	\$65.8148	\$69.1056	\$72.5609
Senior Planner	\$49.7891	\$52.2785	\$54.8924	\$57.6371	\$60.5188
Management Analyst	\$37.0120	\$37.6490	\$39.6616	\$41.6447	\$43.7269
Associate Civil Engineer	\$47.7271	\$50.1133	\$52.6190	\$55.2500	\$58.0117
Senior Management Analyst	\$39.8087	\$41.7991	\$43.8891	\$46.0835	\$48.3878
City Engineer	\$69.4871	\$72.9614	\$76.6095	\$80.4399	\$84.4619

CITY OF MARINA

MID-MANAGEMENT EMPLOYEES
ASSOCIATION

By: 

Date: 11/16/23

By: 

Date: 11/03/2023