



First Level Managers' Letter of Understanding (LOU)

Background



- First Level Manager's LOU expired on June 30, 2017.

Previous Agreement Terms

10% furlough program eliminated.

Employees contributing towards CalPERS retirement benefits.

Two floating holidays.

\$1,000 one-time distribution.

Employees pay 20% of total medical premium.

2015 Side Letter

\$1,500 one-time distribution and 2% salary increase.

First Level Manager LOU Terms



Agreement Terms

Two year agreement, expires June 30, 2019.

One-time distribution of \$1,500 or 2% base salary (whichever is greater) in year one.

Includes a 2% salary increase in year two.

Increase bilingual pay from \$80 per month to \$100 per month.

Increase the death benefit for employees from \$25,000 to \$50,000.

Transition in a new 9-step salary range from a 5-step salary range for new hires.

Includes a long-term disability program.

Fiscal Impact



Net Increase

FY 2017/2018: \$53,100 (supplemental appropriation)

FY 2018/2019: \$58,600

Recommendations

1. Adopt a Resolution approving a two year LOU with the First Level Manager group.
2. Approve a supplemental appropriation of \$53,100 to the FY 2017/2018 adopted budget.

