



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Amend Res. 91-236 (#16), Tuition Reimbursement statement.

MEETING DATE: June 17, 1992

PREPARED BY: Personnel Director

RECOMMENDED ACTION: That the City Council approve the amendment to
Res. 91-236.

BACKGROUND INFORMATION: The City of Lodi does not have a current agreement with the General Services Unit. Resolution 91-236 was implemented on December 18, 1993 to provide salary and benefit changes for employees in this bargaining unit. Item #16 on this resolution reads "Increase tuition reimbursement to \$300 per fiscal year." The rest of the phrase was not completed. It is proposed that the following statement to be added to complete the intent of this benefit:

"The City shall provide \$300.00 per fiscal year, for tuition reimbursement or the cost of tuition and books for two courses per semester for course work at a State University beyond the level of an Associate of Arts degree, to be paid upon the satisfactory completion of job-related course work." This is the same benefit offered to all other employee groups.

It is the intent of the City that the benefits afforded to the General Services unit also be afforded to those who are designated as confidential employees retroactive to the same effective date of Res. 91-236.

FUNDING: Previously budgeted in departmental budgets.

Joanne H. Narloch
Joanne H. Narloch
Personnel Director

JMN/lra

CC9211/TXTA.04P

APPROVED: _____

Thomas A. Peterson

THOMAS A. PETERSON
City Manager

RESOLUTION NO. 91-236

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A RESOLUTION OF THE LODI CITY COUNCIL
DIRECTING THE CITY MANAGER TO IMPLEMENT A
BENEFIT STRUCTURE PACKAGE FOR THE GENERAL SERVICES UNIT

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BE IT RESOLVED, that the Lodi City Council does hereby direct the City Manager to implement the following benefits for members of the General Services Unit:

- 1) Establish a flexible spending account to conform to IRS regulations to be used for premium contributions, dependent care and/or unreimbursed medical payments for unit members.
- 2) Effective January 6, 1992, the City will contribute \$25.00 per pay period to the deferred compensation account of any member who does not have dependents covered under the medical insurance plan.
- 3) Effective January 6, 1992, the City will contribute an additional \$100 per month (\$46.15 per pay period) to any employee's deferred Compensation account who has medical insurance from another source and does not need coverage from the City.
- 4) Effective January 1, 1992, only one family member may carry employee and dependent coverage of City sponsored medical insurance.
- 5) Effective January 1, 1992, broaden medical coverage to include paying 80% of the first \$750 of expenses for chronic physical therapy care.
- 6) Effective January 1, 1992, the co-payment for prescription coverage will increase to \$10.00 and the plan will be in accordance with Foundation Health Drug Program RxL, attached hereto.
- 7) Effective July 1, 1991 the vacation accrual schedule will be enhanced for those employees with 12, 13, and 14 years of service to 17 days accrual per year.
- 8) If an employee has had jury duty of six hours or more during a 16 hour period immediately preceding the beginning of or following the end of his/her regular work hours on a work day, he/she will be given a rest period of six consecutive hours.
- 9) If an employee is required to report for prearranged work on a non-work day or holiday, he/she will be paid the overtime rate for actual hours worked with a minimum of 3 hours.

10) A retiring employee will be able to choose a cash pay-off of accumulated sick leave at the rate of \$.30 on the dollar.

11) Employees will be able to use family sick leave for parents or children not residing with the employee.

12) The grievance procedure will be that enjoyed by Maintenance and Operators unit with the exception that the grievant may select one member of the Board of Review hearing the grievance.

13) SJPEA will have the right to use City facilities for union meeting subject to advance notice and availability.

14) Effective July 8, 1991, an incentive program for subprofessional engineering positions will be implemented to pay (\$23.08 per pay period) for the following certificates:

- a) Engineer-in-training
- b) Land-Surveyor in training
- c) Land Surveyors License

15) Effective the Quarter beginning July 1, 1991, modify the uniform allowance as follows:

o	Animal Control Officer	\$125/Quarter
o	Asst. Animal Control Officer	\$125/Quarter
o	Parking Enforcement Assistant	\$75/Quarter
o	Meter Reader	\$75/Quarter

16) Increase tuition reimbursement to \$300 per fiscal year.

Dated: December 18, 1991

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I hereby certify that Resolution No. 91-236 was passed and adopted by the Lodi City Council in a regular meeting held December 18, 1991 by the following vote:

- Ayes: Council Members - Pennino, Sieglock, Snider and Pinkerton (Mayor)
- Noes: Council Members - None
- Absent: Council Members - Hinchman

Allice M. Reimche
 Allice M. Reimche
 City Clerk

RESOLUTION NO. 92-106

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A RESOLUTION OF THE LODI CITY COUNCIL
AMENDING A PORTION OF RESOLUTION NO. 91-236 (ITEM 16)
RELATING TO GENERAL SERVICES UNIT TUITION REIMBURSEMENT

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WHEREAS, Resolution 91-236 was adopted on December 18, 1991 to provide salary and benefit changes for employees in the General Services Unit; and

WHEREAS, additional language clarifying the intent of Item 16 of said resolution relating to tuition reimbursement is deemed beneficial;

NOW, THEREFORE, BE IT RESOLVED, that Resolution 91-236, Item 16 is hereby amended to read as follows:

The City shall provide \$300.00 per fiscal year for tuition reimbursement or the cost of tuition and books for two courses per semester for course work at a State University beyond the level of an Associate of Arts degree, to be paid upon the satisfactory completion of job-related course work."

AND, BE IT FURTHER RESOLVED, the benefits afforded in this regard shall also be afforded to employees in the Confidential Unit as well as the General Services Unit retroactive to the same effective date of Resolution 91-236.

Dated: June 17, 1992

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I hereby certify that Resolution No. 92-106 was passed and adopted by the Lodi City Council in a regular meeting held June 17, 1992 by the following vote:

Ayes: Council Members - Hinchman, Pennino, Sieglock and Pinkerton (Mayor)

Noes: Council Members - None

Absent: Council Members - Snider

Alice M. Reimche
Alice M. Reimche
City Clerk

92-106

RESOLUTION NO. 91-236

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DIRECTING THE CITY MANAGER TO IMPLEMENT A
BENEFIT STRUCTURE PACKAGE FOR THE GENERAL SERVICES UNIT

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- 4) Effective January 1, 1992, only one family member may carry employee and dependent coverage of City sponsored medical insurance.
- 5) Effective January 1, 1992, broaden medical coverage to include paying 80% of the first \$750 of expenses for chronic physical therapy care.
- 6) Effective January 1, 1992, the co-payment for prescription coverage will increase to \$10.00 and the plan will be in accordance with Foundation Health Drug Program Rxl, attached hereto.
- 7) Effective July 1, 1991 the vacation accrual schedule will be enhanced for those employees with 12, 13, and 14 years of service to 17 days accrual per year.
- 8) If an employee has had jury duty of six hours or more during a 16 hour period immediately preceding the beginning of or following the end of his/her regular work hours on a work day, he/she will be given a rest period of six consecutive hours.
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Noes: Council Members - None

Absent: Council Members - Hinchman

Alice M. Reimche
 Alice M. Reimche
 City Clerk