

CITY COUNCIL MEETING

July 15, 1981

Page 466

LABOR
NEGOTIATIONS

RES. NO. 81-95
THROUGH
RES. NO. 81-98
INCL.

Following introduction of the matter by Assistant City Manager Glenn, Council took the following actions pertaining to agenda item "1" - "Labor Negotiations":

- a) On motion of Councilman Pinkerton, Murphy second, Council received Memoranda of Understanding with the San Joaquin County Employees' Association - Operators and Maintenance Unit and General Services Unit.
- b) On motion of Councilman Pinkerton, Murphy second, Council adopted Resolution No. 81-95 modifying salary ranges for the General Services and Maintenance and Operators Units.
- c) On motion of Councilman Pinkerton, Murphy second, Council adopted Resolution No. 81-96 - "Resolution Approving Medical and Dental Premium Amendments".
- d) On motion of Mayor Pro Tempore Murphy, Pinkerton second, Council adopted Resolution No. 81-97 - "Resolution Approving Costs of Long-Term Disability Plan".
- e) On motion of Councilman Katnich, Murphy second, Council adopted Resolution No. 81-98 - "Resolution Approving Payment of P.E.R.S. Member Normal Contributions or Portion Thereof as Contracting Agency".

RESOLUTION NO. 81-95

RESOLUTION MODIFYING SALARY RANGES

RESOLVED, that the City Council of the City of Lodi does hereby modify salary schedules for the General Services and Maintenance and Operators Unit effective the pay period beginning July 6, 1981 as shown on Exhibits "A" and "B", attached hereto and thereby made a part hereof.

Dated: July 15, 1981

I hereby certify that Resolution No. 81-95 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 15, 1981 by the following vote:

Ayes: Councilmen - Murphy, Hughes, Pinkerton,
Katnich and McCarty

Noes: Councilmen - None

Absent: Councilmen - None

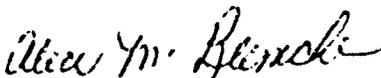

ALICE M. REIMCHE
City Clerk

EXHIBIT "A"

PR47	OCCUPATION, WAGE & TITLE REPORT	MONTHLY WAGE	GENERAL SERVICES				7/16/81
TITLE	CODE	STEP A	STEP B	STEP C	STEP D	STEP E	
ACCOUNT CLERK	003	957.16	1,005.11	1,057.13	1,109.16	1,162.59	
ACCOUNTING TECHNICIAN	009	1,222.78	1,283.08	1,346.06	1,413.14	1,482.98	
ACCOUNTS COLLECTOR	006	1,314.56	1,380.30	1,448.74	1,521.35	1,598.01	
ADMIN. ASSISTANT - P.W. & POLICE	021	1,448.74	1,521.35	1,598.01	1,676.05	1,760.99	
ADMINISTRATIVE AIDE	015	1,283.08	1,346.06	1,413.14	1,482.98	1,556.93	
ANIMAL CONTROL OFFICER	024	1,222.78	1,283.08	1,346.06	1,413.14	1,482.98	
ASSISTANT ACCOUNTS COLLECTOR	036	1,162.59	1,222.78	1,283.08	1,346.06	1,413.14	
ASSISTANT ANIMAL CONTROL OFFICER	039	1,109.16	1,162.59	1,222.78	1,283.08	1,346.06	
ASSISTANT CITY ENGINEER	045	2,247.04	2,360.71	2,477.08	2,603.07	2,733.21	
ASSISTANT CIVIL ENGINEER	051	1,803.41	1,893.80	1,988.27	2,089.61	2,193.70	
ASSISTANT FINANCE DIRECTOR	054	1,988.27	2,089.61	2,193.70	2,301.86	2,418.73	
ASSISTANT PLANNER	060	1,676.05	1,760.99	1,848.59	1,941.69	2,037.56	
ASSOCIATE CIVIL ENGINEER	066	2,037.56	2,138.92	2,247.04	2,360.71	2,477.08	
BUILDING INSPECTOR	075	1,556.93	1,636.34	1,718.54	1,803.41	1,893.80	
CHIEF BUILDING INSPECTOR	087	1,893.80	1,988.27	2,089.61	2,193.70	2,301.86	
CLERICAL TRAINEE-CETA	108	747.64	785.97	827.07	868.15	911.96	
DATA SERVICES EQUIPMENT OPERATOR	122	980.48	1,029.75	1,083.15	1,136.56	1,194.07	
DATA SERVICES PROGRAMER ANALYST	120	1,636.34	1,718.54	1,803.41	1,893.80	1,988.27	
DISPATCHER - CLERK - FIRE	123	1,109.16	1,162.59	1,222.78	1,283.08	1,346.06	
DISPATCHER - CLERK - JAILER	126	1,162.59	1,222.78	1,283.08	1,346.06	1,413.14	
DISPATCHER - CLERK - MATRON	129	1,162.59	1,222.78	1,283.08	1,346.06	1,413.14	
ELECTRICAL UTILITY CLERK	147	1,057.13	1,109.16	1,162.59	1,222.78	1,283.08	
ENGINEERING AIDE I	157	1,136.56	1,194.07	1,248.80	1,314.56	1,380.30	
ENGINEERING AIDE II	159	1,283.08	1,346.06	1,413.14	1,482.98	1,556.93	
ENGINEERING ASSISTANT	162	1,448.74	1,521.35	1,598.01	1,676.05	1,760.99	
JUNIOR CIVIL ENGINEER	207	1,598.01	1,676.05	1,760.99	1,848.59	1,941.69	
JUNIOR PLANNER	210	1,448.74	1,521.35	1,598.01	1,676.05	1,760.99	
LIBRARIAN I	220	1,314.56	1,380.30	1,448.74	1,521.35	1,598.01	
LIBRARY ASSISTANT II	231	1,109.16	1,162.59	1,222.78	1,283.08	1,346.06	
LIBRARY ASSISTANT I	228	957.16	1,005.11	1,057.13	1,109.16	1,162.59	
METER READER	267	1,162.59	1,222.78	1,283.08	1,346.06	1,413.14	
PARKING ENFORCEMENT ASSISTANT	288	1,005.11	1,057.13	1,109.16	1,162.59	1,222.78	
PARKING METER REPAIRMAN - COLLECTOR	291	1,194.07	1,251.57	1,314.56	1,380.30	1,448.74	
POLICE TECHNICIAN	312	1,222.78	1,283.08	1,346.06	1,413.14	1,482.98	
PROJECTS OFFICER	315	1,598.01	1,676.05	1,760.99	1,848.59	1,941.69	
PUBLIC WORKS INSPECTOR	321	1,482.98	1,556.93	1,636.34	1,718.54	1,803.41	
PUBLIC WORKS SECRETARY	322	1,109.16	1,162.59	1,222.78	1,283.08	1,346.06	
RECREATION AIDE	324	1,162.59	1,222.78	1,283.08	1,346.06	1,413.14	
RECREATION SUPERVISOR	336	1,521.35	1,598.01	1,676.05	1,760.99	1,848.59	
SENIOR ACCOUNT CLERK	351	1,109.16	1,162.59	1,222.78	1,283.08	1,346.06	
SENIOR ACCOUNTANT	348	1,636.34	1,718.54	1,803.41	1,893.80	1,988.27	

PR47	OCCUPATION, WAGE & TITLE REPORT	MONTHLY WAGE	GENERAL SERVICES				7/16/81
TITLE	CODE	STEP A	STEP B	STEP C	STEP D	STEP E	
SENIOR LIBRARIAN	222	1,380.30	1,448.74	1,521.35	1,598.01	1,676.05	
STENOGRAPHER CLERK I	369	868.15	911.96	957.16	1,005.11	1,057.13	
STENOGRAPHER CLERK II	372	957.16	1,005.11	1,057.13	1,109.16	1,162.59	
STENOGRAPHER CLERK III	375	1,057.13	1,109.16	1,162.59	1,222.78	1,283.08	
STENOGRAPHER TRANSCRIBER	378	957.16	1,005.11	1,057.13	1,109.16	1,162.59	
SUPERVISING ENGINEERING AIDE	402	1,448.74	1,521.35	1,598.01	1,676.05	1,760.99	
SUPERVISORY LIBRARIAN	225	1,521.35	1,598.01	1,676.05	1,760.99	1,848.59	
TELEPHONE OPERATOR - RECEPTIONIST	405	868.15	911.96	957.16	1,005.11	1,057.13	
TYPIST CLERK I	411	827.07	868.15	911.96	957.16	1,005.11	
TYPIST CLERK II	414	911.96	957.16	1,005.11	1,057.13	1,109.16	
TYPIST CLERK III	415	1,004.29	1,053.69	1,104.45	1,161.63	1,218.94	

EXHIBIT "B"

PR47	OCCUPATION, WAGE & TITLE REPORT	MONTHLY WAGE	MAINTENANCE & OPERATORS				7/17/81
TITLE	CODE	STEP A	STEP B	STEP C	STEP D	STEP E	
BUILDING EQUIPMENT & MAINT WORKER	072	1,324.27	1,390.28	1,458.99	1,531.75	1,609.86	
BUILDING MAINT LEAD WORKER	078	1,357.91	1,425.28	1,496.69	1,572.11	1,648.88	
BUILDING MAINTENANCE WORKER	081	1,262.28	1,324.27	1,390.28	1,458.99	1,531.75	
BUILDING SERVICE WORKER	084	1,143.74	1,203.02	1,262.28	1,324.27	1,390.28	
EQUIPMENT SERVICE & REPAIR WORKER	168	1,231.34	1,293.26	1,357.91	1,425.28	1,496.69	
EQUIPMENT WELDER - MECHANIC	171	1,324.27	1,390.28	1,458.99	1,531.75	1,609.86	
EQUIPMENT-BUILDING MAINT SUPERVISOR	165	1,774.20	1,863.15	1,956.08	2,055.74	2,158.14	
GARDENER	192	1,357.91	1,425.28	1,496.69	1,572.11	1,648.88	
JANITOR	204	964.55	1,013.06	1,065.60	1,118.15	1,174.70	
LABORATORY AIDE	214	989.08	1,040.02	1,091.19	1,143.74	1,203.02	
LABORATORY TECHNICIAN	213	1,262.28	1,324.27	1,390.28	1,458.99	1,531.75	
LABORER	216	989.08	1,040.02	1,091.19	1,143.74	1,203.02	
MAINTENANCE WORKER I - PUBLIC WORKS	252	1,091.19	1,143.74	1,203.02	1,262.28	1,324.27	
MAINTENANCE WORKER II - PUBLIC WKS.	255	1,174.70	1,231.34	1,293.26	1,357.91	1,425.28	
MAINTENANCE WORKER III - PUBLIC WKS	258	1,293.26	1,357.91	1,425.28	1,496.69	1,572.11	
MECHANIC I	263	1,258.03	1,320.76	1,386.04	1,455.16	1,529.37	
MECHANIC II	264	1,324.27	1,390.28	1,458.99	1,531.75	1,609.86	
MECHANIC III	265	1,458.99	1,531.75	1,609.86	1,690.70	1,774.20	
PARK FOREMAN	270	1,458.99	1,531.75	1,609.86	1,690.70	1,774.20	
PARK MAINTENANCE WORKER I	273	1,065.60	1,118.15	1,174.70	1,231.34	1,293.26	
PARK MAINTENANCE WORKER II	276	1,143.74	1,203.02	1,262.28	1,324.27	1,390.28	
PARK MAINTENANCE WORKER III	279	1,262.28	1,324.27	1,390.28	1,458.99	1,531.75	
PARK SUPERVISOR	285	1,774.20	1,863.15	1,956.08	2,055.74	2,158.14	
SENIOR LABORATORY TECHNICIAN	352	1,325.59	1,391.87	1,460.92	1,534.11	1,611.42	
SEWAGE PLANT OPERATOR	360	1,325.59	1,391.87	1,460.92	1,534.11	1,611.42	
SEWAGE PLANT OPERATOR IN TRAINING	361	1,204.05	1,262.12	1,325.59	1,391.87	1,460.92	
STREET FOREMAN	381	1,496.69	1,572.11	1,648.88	1,732.45	1,818.66	
STREET SUPERVISOR	387	1,774.20	1,863.15	1,956.08	2,055.74	2,158.14	
STREET SWEEPER OPERATOR	390	1,231.34	1,293.26	1,357.91	1,425.28	1,496.69	
TREE TRIMMER	408	1,231.34	1,293.26	1,357.91	1,425.28	1,496.69	
WASTE WATER TREATMENT SUPERVISOR	424	1,611.42	1,690.11	1,775.76	1,864.14	1,958.03	
WATER - SEWER FACILITIES WORKER	430	1,233.09	1,293.82	1,357.37	1,425.04	1,495.46	
WATER - SEWER FOREMAN	429	1,496.69	1,572.11	1,648.88	1,732.45	1,818.66	
WATER - SEWER SUPERVISOR	432	1,774.20	1,863.15	1,956.08	2,055.74	2,158.14	

RESOLUTION NO. 81-96

RESOLUTION APPROVING MEDICAL
AND DENTAL PREMIUM AMENDMENTS

RESOLVED, that the City Council of the City of Lodi does hereby approve the following modification to the dental plan and contribution rates for dental insurance premiums as follows:

D E N T A L

<u>Class</u>	<u>Deductible Plan</u>	<u>Premium Cost</u>	<u>City Cost</u>	<u>Employee Cost</u>
Management	\$25	Employee 8.99	8.99	-0-
		Dependent 15.83	15.83	-0-
Mid-Management	25	Employee 8.99	8.99	-0-
		Dependent 15.83	5.87	9.96
Mtce. & Oprs. & General Services	25	Employee 8.99	8.99	-0-
		Dependent 15.83	-0-	15.83
Police	50	Employee 7.85	7.85	-0-
		Dependent 10.39	5.87	4.52
Fire	50	Employee 7.85	7.85	-0-
		Dependent 10.39	-0-	10.89
IBEW	50	Employee 7.85	7.85	-0-
		Dependent 10.39	3.19	7.20

BE IT FURTHER RESOLVED, that the City Council of the City of Lodi approves the following modifications to the hospitalization and major medical plan and changes in contribution rates for medical and hospitalization premiums as follows:

HOSPITALIZATION AND MAJOR MEDICAL

<u>Class</u>	<u>Deductible Plan</u>	<u>Room Rate</u>	<u>Premium Cost</u>	<u>City Cost</u>	<u>Employee Cost</u>
Management	\$50	\$150			
			Employee 46.54	46.54	-0-
			Dependent 60.91	60.91	-0-
Mid-Management & Mtce. & Opr.	\$100	150			
			Employee 43.07	43.07	-0-
			Dependent 54.34	54.34	-0-
General Services	\$50	150			
			Employee 46.54	46.54	-0-
			Dependent 60.91	41.97	18.94
Police & Fire	\$100	110			
			Employee 39.07	39.07	-0-
			Dependent 47.94	47.94	-0-
IBEW	\$50	110			
			Employee 42.54	42.54	-0-
			Dependent 54.51	43.61	10.90

DATED: July 15, 1981

I hereby certify that Resolution No. 81-96 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 15, 1981 by the following vote:

Ayes: Councilmen - Murphy, Hughes, Pinkerton, Katnich and McCarty

Noes: Councilmen - None

Absent: Councilmen - None

Alice M. Reimche

ALICE M. REIMCHE
City Clerk

RESOLUTION NO. 81-97

RESOLUTION APPROVING COSTS OF
LONG TERM DISABILITY PLAN

RESOLVED, that the City Council of the City of Lodi does hereby approve payments by the City for the full cost of the Long Term Disability and Life Insurance program for all non-sworn personnel. Employees represented by IBEW will continue to pay 1.1% of base salary for this benefit.

PRESENT RATES PER MONTH:

LTD	1.13% of base salary
Life Insurance	\$.48 per \$1,000
Dependent Life	\$.64 per member
AD & D	\$.06 per \$1,000

DATED: July 15, 1981

I hereby certify that Resolution No. 81-97 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 15, 1981 by the following vote:

Ayes: Councilmen - Murphy, Hughes, Pinkerton,
Katnich and McCarty

Noes: Councilmen - None

Absent: Councilmen - None


ALICE M. REIMCHE
City Clerk

RESOLUTION NO. 81-98

RESOLUTION APPROVING PAYMENT OF P.E.R.S. MEMBER
NORMAL CONTRIBUTIONS OR PORTION THEREOF BY
CONTRACTING AGENCY

WHEREAS, Section 20615 of the State of California Government Code pertaining to Public Employees' Retirement Law provides that notwithstanding any other provision of law, a contracting agency may pay all or a portion of the normal contributions required to be paid by a member. Such payments shall be reported simply as normal contributions and shall be credited to the member accounts.

WHEREAS, the City of Lodi has negotiated with the Operators and Maintenance Unit and the General Services Unit of the San Joaquin County Employees Association agreeing that the City of Lodi would pay all or a portion of the normal contributions required to be paid by a P.E.R.S. member.

- a) San Joaquin County Employees Association - Operators and Maintenance Unit - Effective July 6, 1981, City agrees to pay 7% of the normal contribution required to be paid by a member.
- b) San Joaquin County Employees Association - General Services Unit - Effective July 6, 1981, City agrees to pay 6% of the normal contribution required to be paid by a member.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lodi does hereby authorize payment of Public Employees' Retirement System member contribution or portion thereof by the City of Lodi as set forth.

Dated: July 15, 1981

I hereby certify that Resolution No. 81-98 was passed and adopted by the City Council of the City of Lodi at a regular meeting held July 15, 1981 by the following vote:

Ayes: Councilmen - Hughes, Murphy, Pinkerton, Katnich
and McCarty
Noes: Councilmen - None
Absent: Councilmen - None


ALICE M. REIMCHE
City Clerk

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between representatives of the City of Lodi (hereinafter referred to as "City") and representatives of the Maintenance and Operators Unit.

The parties to this Memorandum of Understanding acknowledge and agree that this Memorandum of Understanding constitutes the result of Meeting and Conferring in good faith as contemplated by Sections 3500, et seq. of the Government Code of the State of California, and further acknowledge and agree that all matters upon which the parties reached agreement are set forth in this Memorandum. Except as specifically modified by this Memorandum, all existing benefits currently being furnished to employees and all existing terms and conditions of employment are to continue in effect unless and until the parties meet and confer regarding a change in such existing benefits, terms or conditions of employment.

The terms and conditions of this Memorandum of Understanding are applicable to those employees in positions allocated to the Maintenance and Operators Unit of the City of Lodi. It is mutually agreed that wages, hours and other terms and conditions of employment of such employees shall be changed as hereinafter set forth and applicable ordinances and resolutions shall be

presented to the City Council for action, and administrative rules and policies shall be modified accordingly.

The terms and conditions of this Memorandum shall continue in effect during the term of this Memorandum. The parties agree as follows:

1. Term:

Covering the period from July 6, 1981 through July 4, 1982.

2. Salary:

A. Effective July 6, 1981, in lieu of any salary adjustments which otherwise may have been agreed upon in this Unit, the City will pay into each employee's PERS account, the employee's normal retirement contribution, 7%.

B. In addition to the aforementioned section, the City will assume the 1.1% salary cost now paid by the employee for long-term disability and life insurance.

C. Effective July 6, 1981, the present salary rates will be increased by 2.5% for the following classes:

Sewage Plant Operator
Sewage Plant Operator in Training
Senior Laboratory Technician
Water and Sewer Facilities Worker

D. Prior to January 1, 1982, the City of Lodi and the San Joaquin County Employees' Association will mutually conduct a salary survey for the classification of Tree Trimmer.

3. PERS:

The City agrees to maintain the same PERS retirement program and to pay the employer's cost.

4. Medical Insurance:

Effective August 1, 1981, the City agrees to modify the present hospital and major medical plan as follows:

Deductible:	\$100 per individual
	\$200 per family unit
Basic Room Rate:	\$150
CCU & ICU:	300% of basic room rate

The City will pay the following amounts for the medical insurance plan:

Employee:	\$43.07 per month
Dependent:	\$54.34 per month

5. Dental:

Effective August 1, 1981, the City agrees to modify the dental insurance plan in accordance with the benefits outlined in Appendix A of this Agreement.

The City agrees to pay \$8.99 per month per employee for this program.

6. Overtime:

All personnel permanently assigned to White Slough who are called to work (emergency situations) outside their regular work hours shall be paid monies at the rate of one and one-half (1-1/2) for hours actually worked, with a minimum of three hours at the time and one-half rate. The second and any subsequent call out during the same twenty-four hours shall be compensated for at a rate of time and one-half for hours actually worked with a minimum guarantee of one hour at the time and one-half rate.

7. Communication:

The City agrees to provide a formal orientation program for employees on changes in the medical and dental insurance program.

8. Severability:

In the event that any provision of this Agreement is found by a court of competent jurisdiction to be invalid, all other provisions shall be severable and shall continue in full force and effect.

9. Concerted Activities:

Represented employees agree that they will not strike, withhold services, engage in "slow downs" or "sick ins" or participate in any other form of concerted activity which is intended to or which does adversely affect job performance or rendering of City services.

10. City Rights:

It is further understood and agreed between the parties that nothing contained in this Memorandum shall be construed to waive or reduce any rights of the City, which include, but are not limited to the exclusive rights: to determine the mission of its constituent departments, commissions and boards, to set standards of service; to determine the procedures and standards of selection for employment; to direct its employees; to maintain the efficiency of governmental operations; to determine the methods, means and personnel by which government operations are to be conducted; to take all necessary actions to carry out its mission in emergencies; and to exercise complete control and discretion and the technology of performing its work. City rights also include the right to determine the procedures and standards of selection for promotion, to relieve employees from duty because of lack of work or other legitimate reasons, to take disciplinary action,

and to determine the content of job classifications; provided, however, that the exercise by the City of the rights in this paragraph does not preclude employees or their recognized employee organizations from filing grievances regarding the practical consequences that decisions on such matters may have on wages, hours or other terms and conditions of employment.

SAN JOAQUIN COUNTY
EMPLOYEES ASSOCIATION, INC.

On Behalf of the Maintenance
and Operators Unit

CITY OF LODI

[Signature] 7/14/81
Date

Jerry L. Glenn 7-14-81
Date

[Signature] 7/15/81
Date

[Signature] 7-10-81
Date

Harold E. Raverty 7-15-81
Date

Date

Date

Date

Date

COMPREHENSIVE DENTAL EXPENSE BENEFITS

PREVENTIVE SERVICES	GENERAL SERVICES	MAJOR SERVICES
<ul style="list-style-type: none"> • oral examinations • cleaning of teeth • fluoride applications (for children) • space maintainers • emergency office visits <p style="text-align: center;">PLAN PAYS 100%</p>	Employee pays \$ <u>25.00</u> calendar year deductible*	
	<ul style="list-style-type: none"> • x-rays • fillings • general anesthetics • injectable antibiotics • extractions • oral surgery • endodontics • periodontics • repair of prosthetic appliances <p style="text-align: center;">PLAN PAYS 85%</p>	<ul style="list-style-type: none"> • bridges and dentures • crowns and gold restorations • replacement of damaged appliances <p style="text-align: center;">PLAN PAYS 50%</p>
	EMPLOYEE PAYS THE BALANCE	EMPLOYEE PAYS THE BALANCE

The plan covers charges up to those made by most dentists to individuals in the area for covered services and supplies.

MAXIMUM BENEFIT \$1,000 for each insured family member, each calendar year

*Family Deductible: \$ _____ each calendar year
 Does not apply

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between representatives of the City of Lodi (hereinafter referred to as "City") and representatives of the General Services Unit.

The parties to this Memorandum of Understanding acknowledge and agree that this Memorandum of Understanding constitutes the result of Meeting and Conferring in good faith as contemplated by Sections 3500 et seq. of the Government Code of the State of California, and further acknowledge and agree that all matters upon which the parties reached agreement are set forth in this Memorandum. Except as specifically modified by this Memorandum, all existing benefits currently being furnished to employees and all existing terms and conditions of employment are to continue in effect unless and until the parties meet and confer regarding a change in such existing benefits, terms or conditions of employment.

The terms and conditions of this Memorandum of Understanding are applicable to those employees in positions allocated to the General Services Unit of the City of Lodi. It is mutually agreed that wages, hours and other terms and

conditions of employment of such employees shall be changed as hereinafter set forth and applicable ordinances and resolutions shall be presented to the City Council for action, and administrative rules and policies shall be modified accordingly.

The terms and conditions of this Memorandum shall continue in effect during the term of this Memorandum. The parties agree as follows:

1. Term:

Covering the period from July 6, 1981 through July 4, 1982.

2. Salary:

- A. Effective July 6, 1981, the present salary rates for all classes in this Unit will be increased 1.25%.
- B. Effective July 6, 1981, in lieu of any other salary adjustments which otherwise may have been agreed upon in this Unit, the City will pay into each employee's PERS account 6% of the employee's base salary.
- C. In addition to the aforementioned section, the City will assume the 1.1% salary cost now paid by the employee for long-term disability and life insurance. Said long-

term disability policy to be modified to have an effective date of 60 days from the date of disability.

3. PERS:

The City agrees to maintain the same PERS retirement program and to pay the employer's cost.

4. Medical Insurance:

Effective August 1, 1981, the City agrees to modify the present hospital and major medical plan as follows:

Deductible:	\$ 50.00 per individual \$150 per family unit
Basic Room Rate:	\$150.00
CCU & ICU:	300% of basic room rate

The City will pay the following amounts for the medical insurance plan:

Employee:	\$46.54 per month
Dependent:	\$41.97 per month

5. Dental:

Effective August 1, 1981, the City agrees to modify the dental insurance plan in accordance with the benefits outlined in Appendix A of this Agreement.

The City agrees to pay \$8.99 per month per employee for this program.

6. Communication:

The City agrees to provide a formal orientation program for employees on changes in the medical and dental insurance program.

7. Severability:

In the event that any provision of this Agreement is found by a court of competent jurisdiction to be invalid, all other provisions shall be severable and shall continue in full force and effect.

8. Concerted Activities:

Represented employees agree that they will not strike, withhold services, engage in "slow downs" or "sick ins" or participate in any other form of concerted activity which is intended to or which does adversely affect job performance or rendering of City services.

9. City Rights:

It is further understood and agreed between the parties that nothing contained in this Memorandum

shall be construed to waive or reduce any rights of the City, which include, but are not limited to the exclusive rights: to determine the mission of its constituent departments, commissions and boards, to set standards of service; to determine the procedures and standards of selection for employment; to direct its employees; to maintain the efficiency of governmental operations; to determine the methods, means and personnel by which government operations are to be conducted; to take all necessary actions to carry out its mission in emergencies; and to exercise complete control and discretion and the technology of performing its work. City rights also include the right to determine the procedures and standards of selection for promotion, to relieve employees from duty because of lack of work or other legitimate reasons, to take disciplinary action, and to determine the content of job classifications; provided, however, that the exercise by the City of the rights in this paragraph does not preclude employees or their recognized employee organizations from filing grievances regarding the practical consequences that decisions on such matters may have on wages, hours or other terms and conditions of employment.

SAN JOAQUIN COUNTY
EMPLOYEES ASSOCIATION, INC.

On Behalf of the General
Services Unit

CITY OF LODI

[Signature] 7/15/81
Date

Joseph L. Glenn 7/15/81
Date

Harold E. Raverty 7-15-81
Date

Alvin M. Buncher 7/15/81
Date

Stan C. Loh 7-15-81
Date

James W. Russ 7/15/81
Date

Marella M. Radwalledeu 7-15-81
Date

Date

[Signature] 7/15/81
Date

COMPREHENSIVE DENTAL EXPENSE BENEFITS

PREVENTIVE SERVICES	GENERAL SERVICES	MAJOR SERVICES
<ul style="list-style-type: none"> • oral examinations • cleaning of teeth • fluoride applications (for children) • space maintainers • emergency office visits <p style="text-align: center;">PLAN PAYS 100%</p>	Employee pays \$ <u>25.00</u> calendar year deductible*	
	<ul style="list-style-type: none"> • x-rays • fillings • general anesthetics • injectable antibiotics • extractions • oral surgery • endodontics • periodontics • repair of prosthetic appliances <p style="text-align: center;">PLAN PAYS 85%</p>	<ul style="list-style-type: none"> • bridges and dentures • crowns and gold restorations • replacement of damaged appliances <p style="text-align: center;">PLAN PAYS 50%</p>
	EMPLOYEE PAYS THE BALANCE	EMPLOYEE PAYS THE BALANCE

The plan covers charges up to those made by most dentists to individuals in the area for covered services and supplies.

MAXIMUM BENEFIT \$1,000 for each insured family member, each calendar year

*Family Deductible: \$ _____ each calendar year
 Does not apply