

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

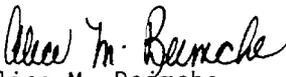
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I hereby certify that Resolution No. 91-236 was passed and adopted by the Lodi City Council in a regular meeting held December 18, 1991 by the following vote:

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

Noes: Council Members - None

Absent: Council Members - Hinchman


Alice M. Reimche
City Clerk

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