

B) The supplemental employment must not conflict with the Employee's hours of City employment nor should it interfere or directly conflict with the Employee's satisfactory performance of his/her duties. In the event the Department Head determines that such outside work adversely affects the Employee's performance of City work, the Employer reserves the right to revoke consent.

Section 20.4 Bulletin Boards:

The Union will furnish one bulletin board for the exclusive purpose of Management-Union notices and information, and the Employer will furnish suitable space thereof.

Section 20.5 Worker's Compensation:

All Employees shall be covered by the applicable worker's compensation laws and related benefits. An Employee sustaining injury or occupational disease proven to have arisen out or in the course of City Employment may have the following option:

The Employee will receive worker's compensation where such Employee is determined to be eligible therefore, and at the option of the Employee, may charge accumulated unused sick leave and/or vacation balances to the extent that it would provide such Employee with his/her regular net salary. If the Employee continues on worker's compensation following the depletion of such leave balances, payments shall be governed by applicable law.

Section 20.6 Retirement:

The City is a member of the Municipal Employees Retirement System. This is an employee-employer participation program where both parties contribute to the retirement fund.

The program is the B-3 program (effective 7/1/99) which is consistent with the B-3 Plan offered to other employees.

For members hired after January 1, 2012, the annual employer contribution for retirement plans shall not exceed 10% of the employee's base salary.

Effective January 1, 2012, final average compensation shall not include overtime and shall not include in excess of 240 hours of paid leave.

Effective December 1, 2012, all new employees shall participate in a Defined Contribution retirement plan. Employer shall contribute on behalf of each employee 2.50% of earnings for the calendar year up to an annual maximum of \$6,000. Each employee is required to contribute 5.0% of earning for the calendar year as a condition of participation in the plan. Employees shall also be enrolled in the same 457 Plan which has no mandatory employee contribution as available to non-union employees.

For those employees hired after December 1, 2012, who are entitled to a Defined Contribution retirement plan, rather than a Defined Benefit plan, shall be paid according to a separate wage scale adjusted to compensate for the lesser retirement benefit received. See Appendix A.

Section 22.5 Payment For Sick Leave:

When an Employee retires or resigns, after completing five (5) full years of employment with the City, he/she will be paid for one-half (1/2) of his/her accumulated sick leave. All sick leave payments must be contributed to a 457 Plan.

Section 22.6 Record of Sick Days Used:

Department Heads shall keep a record of sick days used by employees in their department and present a written copy of this sick leave record to the City Manager at the end of each month.

BEREAVEMENT LEAVE

Section 23.1 Funerals:

Upon written request an Employee will be granted up to three (3) days leave with no loss of pay to attend the funeral of his/her spouse, child, step-child, parent, step-parent, sister, brother, grandparent or corresponding in-laws. Written proof of relationship, death and/or funeral may be required by the Employer prior to final approval or payment for such leave.

LONGEVITY PAY

Section 24.1 Amounts and Requirements:

The City shall pay the Employee on the pay period following his/her date of employment:

One Hundred (\$100.00) Dollars for each five (5) years of service, up to and including twenty-five (25) years of employment service, but shall not exceed Five Hundred (\$500.00) Dollars in any one year.

5 completed years	\$100.00
10 completed years	\$200.00
15 completed years	\$300.00
20 completed years	\$400.00
25 + completed years	\$500.00

HOSPITALIZATION INSURANCE

Section 25.1 Group Insurance:

The Employer agrees to provide Employees a group hospitalization and dental plan identical to that provided to other city employees. Health insurance shall be provided to new employees on the first of the month following completion of six months of probation. Effective January 1, 2012, the employees' health insurance premium co-pay shall be increased to 10% of the premium paid by the City on behalf of the employee, to be deducted from his/her paycheck. The City's plan for deductibles and co-insurance is applicable to this unit. The individual employee's deductible and co-insurance is split by the City and employee; the City pays 80% and the employee pays 20%.