

**CITY OF TURLOCK
MANAGEMENT EMPLOYEES
2024-2025 SUCCESSOR SOB LABOR NEGOTIATIONS**

Tentative Agreement

September 24, 2024

The City of Turlock and the Management Employees group hereby enter into a tentative agreement to conclude 2024-2025 discussions regarding the Schedule of Benefit Plans and Policies as follows.

TERM OF AGREEMENT

July 1, 2024 to June 30, 2027

1:01 COST OF LIVING

Employees shall receive base salary increases effective as follows:

July 1, 2024

3.5%

July 1, 2025

3%

July 1, 2026

3%

11:00 HOLIDAYS

Employees shall have the following City-paid holidays:

1. Veteran's Day (November 11)
2. Thanksgiving Day
3. Day after Thanksgiving
4. Christmas Day

5. New Year's Day (January 1)
6. Martin Luther King Day (Third Monday in January)
7. President's Day
8. Memorial Day (Last Monday in May)
9. Juneteenth (June 19)
10. Independence Day (July 4)
11. Labor Day (First Monday in September)
12. Columbus Day – City offices will remain open on Columbus Day. Managers must use vacation or compensatory time if they would like to observe the holiday.
13. Floating Holidays – On July 1 of each year, 16 hours will be added to the vacation allowance of each employee. In the event that an employee leaves City service prior to the end of a fiscal year, a pro-rata deduction will be made from any final compensation due the employee.
14. Day before or after Christmas or New Year's Day – Employees may schedule this holiday as arranged with their supervisor to insure balanced staffing levels.
15. In the event the holiday falls on Saturday, the preceding Friday shall be observed as the holiday.
16. In the event the holiday falls on a Sunday, the following Monday shall be observed as the holiday.
17. Any day of mourning or holiday declared by the Governor or President. In such cases, the time observed will be one-time events, not on-going holidays or days of mourning to be observed in subsequent years. The specified amount of time will cause the closing of City offices or an equal amount of hours will be added to vacation time on the books. Employees will be allowed to utilize holiday time under the above-listed provision only if employees of the State of California and/or the Federal Government are not required to work on the "day of mourning" or "holiday declared by the Governor or President."
18. Employees shall receive 40 hours of "in-lieu" time off. "In lieu" time shall be taken as follows:

2024: December 23, 26, 27, 30, 31, 2024. The floating holiday designated as the day before or after Christmas or New Year's Day shall be taken on December 24, 2024.

2025: December 23, 26, 29, 30, 31, 2025. The floating holiday designated as the day before or after Christmas or New Year's Day shall be taken on December 24, 2025.

2026: December 23, 28, 29, 30, 31, 2026. The floating holiday designated as the day before or after Christmas or New Year's Day shall be taken on December 24, 2026.

ON BEHALF OF THE CITY



Andrew M. Aller, City Negotiator



Jessie Dhami, Team Member

ON BEHALF OF MANAGEMENT EMPLOYEES



Amanda Fortado, Team Member



Juan Vargas, Team Member