



**SCHEDULE OF
BENEFIT PLANS AND POLICIES
BETWEEN
THE CITY OF TURLOCK
AND
CONFIDENTIAL EMPLOYEES**

July 1, 2024 — June 30, 2027

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The term of the Schedule of Benefit Plans and Policies shall be July 1, 2024 to June 30, 2027.

1:00 SALARIES/SPECIAL PAYS

The City of Turlock does not participate in Social Security, although employees hired after April 1, 1986 participate in Medicare.

1:01 SALARIES

Employees shall receive base salary increases effective as follows:

July 1, 2024: 3.5%

July 1, 2025: 3%

July 1, 2026: 3%

1:02 REDUCING EMPLOYEE CONCESSIONS

1:03 CONFIDENTIAL PAY

Five percent (5%).

1:04 BILINGUAL INCENTIVE PAY

a) The City agrees to pay a premium of two and one-half percent (2.5%) of base pay to employees with bilingual skills in positions the City has determined the use of bilingual skills are necessary or desired to serve the Turlock community. Currently stipends are offered for Spanish and Portuguese. Additional languages may be offered at the discretion of the City Manager.

b) Bilingual assignments shall be recommended by the Service Area Director and approved by the City Manager. In order to receive bilingual assignments, the employee must undergo and pass testing to be certified as bilingual. In addition, the individual must have provided needed translation on a routine basis.

c) The Service Area Director with the approval of the City Manager shall have the authority to terminate bilingual assignments when either 1) the need no longer exists or 2) the number of employees who certified as bilingual is more than is needed for any department.

d) Employees who possess bilingual skills agree to continue rendering needed interpretation services whether or not they receive bilingual pay. Use of bilingual skills that are incidental to primary job assignments will not warrant bilingual pay.

e) Individuals not selected to earn bilingual pay may submit documented translation service records covering a period of time not less than three (3) months to request a verbal bilingual certification exam and bilingual pay. Such request will be evaluated on the service operation needs of the effected department. The final decision regarding any department's need for a translator is made by the City Manager. The City Manager's decision is final and binding and not subject to the grievance procedure.

f) Bilingual pay is not available to employees while they are serving their initial twelve (12) month probation period.

1:05 ASSOCIATE DEGREE INCENTIVE PAY

Employees who possess an Associate's Degree from an accredited college or university shall receive an additional \$50.00 per month, as long as the degree or its equivalent is not listed as a minimum qualification for their job description. Employees will be required to submit proof of their degree. Employees shall not be eligible for the incentive pay during their initial twelve (12) month probation period. Employees are not allowed to use the Associate Degree Incentive Pay in conjunction with the Bachelor Degree Incentive Pay or vice versa.

1:06 BACHELOR DEGREE INCENTIVE PAY

Employees who possess a Bachelor's Degree from an accredited college or university shall receive an additional \$100.00 per month, as long as possession of, or equivalency to the degree is not listed as a minimum qualification for their job description. Employees will be required to submit proof of their degree. Employees shall not be eligible for the incentive pay during their initial twelve (12) month probation period. Employees are not allowed to use the Bachelor's Degree Incentive Pay in conjunction with the Associate Degree Incentive Pay or vice versa.

1:07 MASTER DEGREE INCENTIVE PAY

Employees who possess a Master's Degree from an accredited college or university shall receive an additional \$150.00 per month, as long as possession of, or equivalency to the degree is not listed as a minimum qualification for their job description. Employees will be required to submit proof of their degree. Employees shall not be eligible for the incentive pay during their initial twelve (12) month probation period. Employees are not allowed to use the Bachelor's Degree Incentive Pay in conjunction with the Master's Degree Incentive Pay or vice versa.

1:08 OUT OF CLASS PAY

The City agrees that upon specific written assignment by the Service Area Director or City Manager an employee may be required to assume the duties, responsibilities, authority and accountability of a higher classification.

a) Employees assigned to perform the duties of a higher classification for an extended period shall be compensated at the base rate of the higher classification if the rate is higher than that to which the employee is regularly assigned. The compensation amount received by the “acting” employee shall not exceed an additional five percent (5%) over their regular salary.

b) An employee seeking additional training in another class may waive his/her right to work-out-of-class pay in order to pursue desired training.

1:09 PROFESSIONAL DEVELOPMENT PROGRAM

Each July 1st, employees are eligible to receive Professional Development funds as follows:

a) With proof provided to City, Employee may be reimbursed up to \$500 for:

- 1) taking college courses; and/or
- 2) attending seminars; and/or
- 3) attending non-covered job-related conferences; and/or
- 4) purchasing job-related subscriptions or books; and/or
- 5) purchasing personal computer hardware/software.

b) Confidential employees may cash out this annual allowance at the end of each fiscal year at \$100 less than the established annual allowance (\$400). This check will be available the first paycheck in June.

Employees are eligible after they have passed a one (1) year probation period. This program was implemented March 1, 2006 for FY 2005-06.

1:10 BASE SALARY AND REGULAR RATE OF PAY

“Base Salary” is the hourly rate or monthly salary rate identified on the Salary Schedule which includes salary ranges for each job classification, as defined by the City of Turlock’s adopted Compensation Plan. Base Salary does not include any other forms of compensation.

Example of Base Salary: Account Technician Range 21.2

Step 1	Step 2	Step 3	Step 4	Step 5
Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
\$4635	\$4866	\$5109	\$5366	\$5634

All employee cashouts will be paid at “Base Salary” except for cashout of FLSA CTO which will be paid at the “Regular Rate of Pay” as these payouts are for actual hours

worked.

“Regular Rate of Pay” is defined by the FLSA and includes base pay, plus all incentive, certificate, and assignment pays earned during said pay period. Uniform allowances are exempt from inclusion in the regular rate of pay calculation.

1:11 CONTINUOUS SERVICE PAY

Employees who have worked for the City of Turlock continuously from their date of hire shall receive the following continuous service pay:

Beginning with the tenth (10th) year and every year thereafter, 1.5% of base salary.

Beginning with the fifteenth (15th) year and every year thereafter, 1.5% of base salary.

Beginning with the twentieth (20th) year and every year thereafter, 1.5% of base salary.

1:12 UNIFORM ALLOWANCE

The City shall pay \$640.00 uniform allowances in July and December of each year for Confidential employees in the Fire and Police Departments. This allowance is for the employee’s use for purchase and cleaning of uniforms, to include shoes, hats, shirts, pants, and jackets or coats, or other items designated by the City. The City shall determine which employees shall be uniformed.

2:00 DEFERRED COMPENSATION

a) A one-time choice to participate in the City’s 401 deferred compensation program must be made at date of hire or date of designation as “Confidential” status. The City agrees to match the employee’s contribution to the City’s 401 deferred compensation program as follows:

Employer contribution: One-half percent ($\frac{1}{2}\%$) of base salary for each pay period, provided that the employee contributes this percentage.

b) Employee contributions to the City’s 401 deferred compensation program are as follows:

Employee contribution: Three and one-half percent ($3\frac{1}{2}\%$). A change in employee contributions requires a unanimous vote.

3:00 RETIREMENT

Employees participate in the public employees Retirement Systems (PERS) 2.7% at 55 for full and modified formula for all active local miscellaneous members only.

The employee will pay the employee's 8% PERS contribution.

In addition, the employee will pay 1% of the Employers PERS contribution designated as normal cost (NC) and attributable to the amendment to the PERS contract dated January 1, 2008 on the attached valuation dated April 6, 2011. (See Attachment A). The total 9% PERS contribution shall be deducted as a pretax employee pension expense.

1. Retirement benefits will be based on the highest one-year of service. Conversion of sick leave accrual towards service credit will be allowed in lieu of sick leave cash out provisions.
2. The PERS 1959 Survivor Benefit is covered at level three (3).
3. The City agrees to amend the contract with CalPERS to provide the employee option to purchase Military Service Credits.

Employees are covered by the Level 3 PERS Survivor Benefit.

Effective January 1, 2013, all new employees, as defined by AB 340, will participate in the Public Employees Retirement System (PERS) 2% @ 62 defined benefit formula. New employees shall have an initial contribution rate of at least fifty percent (50%) of the total normal cost rate for the defined benefit plan or the current contribution rate of similarly situated employees, which is currently a 9% PERS contribution, whichever is greater. All employees shall be subject to the mandatory provisions of AB 340.

4:00 MEDICAL PLAN

a) Health Benefits

The City agrees to establish and maintain a health, prescription, vision and dental plan for their employees and dependents through a self-funded plan or a stand-alone insurance plan.

Eligible employees will be provided with the option of participating in either of the following:

- Traditional PPO Plan (i.e., the \$250/\$500 Ded. - \$2,500/\$5,000 OOP plan); or,
- High Deductible Health Plan/Health Savings Plan (i.e., the \$1,400/\$2,800 Ded. - \$3,000/\$6,000 OOP plan).

Effective on July 1, 2021, or as soon as administratively feasible thereafter, employees shall contribute five percent (5%) toward medical, dental, and vision benefit premiums.

Effective on July 1, 2022, or as soon as administratively feasible thereafter, employees shall contribute seven and half percent (7.5%) toward medical, dental, and vision benefit premiums.

Effective on July 1, 2023, or as soon as administratively feasible thereafter, employees shall contribute ten percent (10%) toward medical, dental, and vision benefit premiums. The City reserves the right to provide health benefits through a self-funded plan or stand-alone insurance plan. The City reserves the right to discontinue a plan under any of the following circumstances:

- 1) The plan imposes exorbitant costs upon the City.
- 2) The health care carrier refuses to provide services to the City.
- 3) The health care provider no longer offers the services; or
- 4) The health plan is discontinued.

If the City discontinues the use of the current provider network, they will seek an alternate provider network with a similar range of services and contracted providers.

b) Deferred Compensation In-Lieu Program

Employees who are covered by an alternate health insurance provider through either spousal or registered domestic partner or parent coverage acceptable to the City, and which is not provided by the City, shall have the option to participate in the City's deferred compensation program as established and administered under the adopted rules of the City. Upon proof of alternate health insurance, the City agrees to contribute \$475 per month to the employee's deferred compensation account for those employees not electing City health insurance. A spouse who is married to another City of Turlock employee and receiving the "in lieu" contributions effective on July 1, 2021, shall be grandfathered and allowed to continue receiving such contributions.

Employees who wish to drop the City's plan must do so during the open enrollment period and must present a certificate of insurance coverage through their spouse or registered domestic partner's or parent's employers' plan. Employees who wish to be re-enrolled in the City's plan at any time other than the open enrollment period may do so only as a result of loss of spousal or domestic partner's or parent's employers' coverage due to a change in life status (death, divorce, termination of employment, etc.) Normal waiting provisions for coverage shall otherwise apply.

5:00 RETIREE HEALTH

Definition: Retiree Health consists of health, dental and vision insurance coverage.

The City offers retirees City sponsored health, dental and vision coverage plans. Premium payments will be the responsibility of the retired employee. Retirees must make their election to continue City sponsored medical/dental/vision within thirty (30) days of the date of retirement.

Premiums may be adjusted at the beginning of each plan year.

a) City Contribution to Retiree Health Fund

The City contributes two and one-half percent (2½%) of base salary of members of the bargaining unit to the retiree health fund. On July 1, 2011, the City and Confidential group agreed that the City would terminate contributions to the Retiree Health Fund. The City and Confidential group further agreed that the contribution of two and one-half percent (2½%) that the City previously contributed to the Retiree Health Fund would, instead, be made to each employee's Vantage Care Retiree Health Savings Plan. The total contribution by the City to the employee's Vantage Care Retiree Health Savings Plan will be two and one-half percent (2½%).

b) Retiree Health Plan

Retirees will receive a 15 day notice of premium rate changes.

Requirements

- 1) Ten (10) years of service as a confidential employee with the City of Turlock.
- 2) Must retire from City of Turlock.
- 3) Employees may retain City offered insurance until age sixty-five (65) or Medicare eligibility or can secure alternate insurance coverage as an individual or become eligible to participate in another group plan in the role of an employee; whichever comes first. If a retiree elects to leave City insurance, he/she cannot re-enroll in City-sponsored plans.
- 4) Benefits under this program are not transferable.
- 5) Retiree must be fifty (50) years of age to participate in the program. They are eligible to continue with this program until they: 1) reach age sixty-five (65); 2) become eligible for Medicare; or become eligible to participate in another group plan in the role of an employee; whichever comes first.

c) Vantage Care Retiree Health Care Plan

The City will make an employer contribution of one-half (½%) of base salary of members of the bargaining unit to each employee’s Vantage Care Retiree Health Savings Plan. (See Attachment A)

On the 1st paycheck in December of each year, employees having at least four (4) years of continuous employment with the City will convert ten (10) hours of earned, unused sick leave during the previous twelve (12) month period to the Vantage Care plan. (See Attachment A)

6:00 LONG TERM DISABILITY

Long Term Disability insurance will be provided to all full time employees at no cost. Employees will be first eligible for coverage the first of the month following 30 days of continuous employment with the City of Turlock. The waiting period for benefits shall be sixty (60) days.

The long-term disability benefit pays sixty-six and two-thirds percent (66⅔%) of monthly salary, not to exceed \$5,000 per month. Employees may augment the long term disability monthly benefit with accrued leave not to exceed their current monthly base salary. (The City of Turlock does not participate in State Disability Insurance.)

7:00 TERM LIFE INSURANCE

The City agrees to furnish term life insurance for each full time regular employee. The amount of the insurance will be one and one-half (1½) times the annual base salary, plus \$5,000, not to exceed \$500,000.

8:00 ALTERNATIVE WORK SCHEDULES

Members may request alternative work schedules such as 9/80 or 4/10 but granting such request is at the discretion of the department head.

9:00 VACATION/COMPENSATORY TIME

a) Method of Accrual

The vacation accrual shall be as follows:

<u>Years Completed</u>	<u>Hours Per Month</u>	<u>Days</u>
0	6.67	10

3	10.00	15
5	10.67	16
6	11.33	17
7	12.00	18
8	12.67	19
10	13.33	20
15	14.00	21
20	14.67	22

“Vacation Days” for purpose of vacation eligibility means eight (8) working hours. Employees reaching their twentieth anniversary working for the City of Turlock and subsequent five (5) year anniversary increments thereafter, will receive five (5) additional vacation days on that special anniversary. Such hours will not be subject to the maximum vacation accrual, if used within six (6) months.

b) Maximum Vacation Accumulation

<u>Years of Service</u>	<u>Maximum Accumulation</u>
1-7 Years	350 hours
8+ Years	380 hours

The maximum accumulation was allowed to be exceeded during the term of the previous Schedule of Benefits, July 16, 2011 through July 15, 2012; however, by December 31, 2012, all employees must be at or below the maximum accumulation of 350 for 1-7 years of service and 380 for 8 + years of service.

A manual override of vacation accrual limitation will be permitted when an employee’s approved vacation of forty hours (40) or more was canceled by the City.

Employees will provide a written request for vacation at least two (2) weeks in advance and the City shall respond in writing within five (5) working days after the request is submitted. Once granted, vacations can be canceled only in case of emergency.

c) Required Annual Vacation Usage

All employees shall be required to use at least a forty (40) hour consecutive block of vacation time each fiscal year. Employees with more than ten (10) years of service shall be required to use eighty (80) hours of vacation, including the aforementioned forty (40) hour block usage each fiscal year. Probationary employees, during their initial probationary period, shall be exempt from this provision.

d) Sell Back

No later than June 20 of each year, an employee has the option to return up to forty (40) hours of accumulated vacation time to the City for its then current value, based on the employee's monthly base salary, provided said employee has at least sixty (60) vacation

hours earned at the time he/she chooses to return it to the City.

e) Donating Time

The City agrees to allow employees to donate their vacation and/or sick leave to fellow employees who have incurred catastrophic, (i.e. life threatening) illnesses or injuries and do not have sufficient time on the books to carry them through the waiting period to qualify for long term disability payments.

Such donations will not count towards utilization of sick leave sell-back in December). A maximum of eight (8) hours sick leave may be donated.

f) Confidential Leave

Members are granted twenty four (24) hours of confidential leave as follows:

- 1) On July 1 of each year, confidential employees shall receive twenty four (24) hours of confidential leave. Employees who are hired mid-year shall receive a pro-rated amount of the confidential leave set forth herein.
- 2) Confidential leave banks shall be capped at twenty-four (24) hours. As such, an employee who has confidential leave in his/her bank from the prior fiscal year shall only receive an amount of additional leave on July 1 so that the employee's bank is at twenty four (24) hours.
- 3) An employee who leaves City employment with unused hours in his/her account, and which were provided in the same fiscal year as the employee's separation, shall be paid for the unused hours on a pro-rated basis. Unused hours accumulated from a prior fiscal year shall be fully paid out.

10:00 SICK LEAVE

Employees shall accrue paid sick leave beginning with the date of original employment at the rate of eight (8) hours for each month of service. Employees become eligible to take accrued sick leave upon completion of one full month of continuous service. Sick leave shall be considered a benefit, which an employee may use for actual sickness or disability.

An employee, unless incapacitated, absent because of illness or injury shall notify their supervisor prior to the time set for beginning the work shift. If an employee is absent for more than three (3) consecutive days due to illness, the employee is required to provide a doctor's certificate to the departmental supervisor indicating that employee was medically excused from work (including a date to return to work).

The Department Director may require a doctor's excuse, with prior notice, for absences

of less than three (3) consecutive days when employees have exhibited excessive use of sick leave when compared to other departmental employees or have exhibited a pattern of sick leave abuse (e.g. Fridays or Mondays).

a) Family Illness

Employees may use a maximum of six (6) days of sick leave per calendar year to care for members of the employee's immediate family.

Employees may use a maximum of eight (8) days or sixty-four (64) hours of sick leave per calendar year to care for members of their immediate family who suffer from catastrophic illness which requires the employee's care. The City Manager or designee has the sole authority to make the decision when an employee may utilize this benefit.

b) Immediate Family

Immediate family is defined as: spouse; father/mother; son/daughter; mother-in-law/father-in-law; step relations and adopted children.

c) Unused Sick Leave

On the 2nd paycheck in November of each year, employees having at least four (4) years continuous employment with the City may, at the option of the employee, be paid for fifty percent (50%) of his unused accrued sick leave from the previous twelve (12) month period. The remaining fifty percent (50%) of unused sick leave shall be retained in the employee's current accumulated total of unused sick leave. If an employee resigns after four (4) years, or dies while in City service, the employee or the employee's beneficiary shall be paid for twenty-five percent (25%) of the employee's total accumulated unused sick leave. Employees terminated for cause shall not be eligible for any sick leave payments.

d) Conversion of Sick Leave Towards Retiree Health Premiums

Employees retiring from City service may convert sick leave at a rate of fifty percent (50%) of its value based upon the base rate of pay at the time of retirement to be deposited into an RHS account or convert to PERS service credit and remaining balance convert to RHS account at a rate of 50%.

11:00 HOLIDAYS

Employees shall have the following City-paid holidays:

a) Veteran's Day (November 11)

b) Thanksgiving Day

- c)** Day after Thanksgiving
- d)** Christmas Day (December 25)
- e)** New Year's Day (January 1)
- f)** Martin Luther King Day (Third Monday in January)
- g)** President's Day (Third Monday in February)
- h)** Memorial Day (Last Monday in May)
- (i)** Juneteenth (June 19)
- j)** Independence Day (July 4)
- k)** Labor Day (First Monday in September)
- l)** Effective 7/1/03 the City agrees to change Columbus Day to a floating holiday for which eight (8) hours of vacation time will be added each July 1st. The accrual of these hours shall not affect the vacation cap.
- m)** Floating Holidays – On July 1 of each year, sixteen (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.
- n)** 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.
- o)** In the event the holiday falls on a Saturday, the preceding Friday shall be observed as the holiday.
- p)** In the event the holiday falls on a Sunday, the following Monday shall be observed as the holiday.
- q)** 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 time specified in the declaration will cause the closing of City offices or an equal amount of hours to 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."

r) 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 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.

12:00 LEAVE OF ABSENCE

Special leaves of absence with or without pay, may be approved by the City Manager for up to six months. Such leaves will require the exhaustion of accrued time, including sick leave to the extent that the leave is due to illness or injury.

a) Jury Duty

The City shall pay employees their regular base pay when called to jury duty until they are dismissed by the court. Upon court dismissal, the employee shall return to work if there are at least two (2) hours remaining in his or her workday. A shift employee will receive equivalent time off with pay when actually serving on jury duty on a day scheduled for shift work. Any payment, except travel pay, received by the employee from the court shall be deposited with the City.

b) Injury Leave – Work Related

Any employee incurring a work-related injury or disability shall be entitled to injury leave to the extent provided by the State Workers Compensation Insurance Act. The first twenty-four (24) hours of leave due to an on-the-job injury, in each twelve (12) month period, will not be charged to accrued time.

c) Bereavement Leave

Employees holding regular appointments in all departments shall be granted Bereavement Leave for the first and second degree of consanguinity based upon the location of the burial of memorial services and the relationship of the deceased to the employee.

If the services are within three hundred (300) miles of the City of Turlock:

Spouse	not to exceed (6) six working days
Mother/Father	not to exceed (4) four working days
Son/Daughter	not to exceed (6) six working days

Grandmother/Grandfather	not to exceed (4) four working days
Granddaughter/Grandson	not to exceed (4) four working days
Sister/Brother	not to exceed (4) four working days

If the service is more than three hundred (300) miles from the City of Turlock:

Spouse	not to exceed (8) eight working days
Mother/Father	not to exceed (6) six working days
Son/Daughter	not to exceed (8) eight working days
Grandmother/Grandfather	not to exceed (6) six working days
Granddaughter/Grandson	not to exceed (6) six working days
Sister/Brother	not to exceed (6) six working days

d) Light Duty Assignments

On occasion employees might incur an injury or illness that precludes them from performing their regular duties. Moreover, such instances may impose a financial hardship upon the employees and/or a hardship upon a department because of reduced personnel resources. Consequently, it will be the policy of the City to consider and evaluate light or modified duty requests on a case-by-case basis and that such assignments shall not be limited to any department or Service Area.

Evaluating criteria - No light or modified duty assignment shall be approved by the City unless the following criteria exist:

1) Endorsement for assignments must be obtained from the employee’s physician in the case of non-job-related injury or illness indicating the ability of the individual to perform the duties assigned by the City. In cases of a job related illness or injury the City shall designate a physician to examine the employee and determine if he/she is capable of working a light or modified duty assignment.

2) A statement from the physician must estimate a specific date of recovery from the illness or injury to the extent the employee can be returned to full time work. Such dates may be adjusted based upon accelerated rehabilitation or recovery or a prolonged period of rehabilitation due to aggravated circumstances.

3) The duration of the light or modified duty assignments shall be determined on a case-by-case basis. The City maintains complete and sole discretion to determine the length of any light or modified duty assignment. Generally, light duty assignments for non-job related injuries would be limited to two (2) to four (4) weeks.

4) The City is under no obligation to create or manufacture a position in order to provide light duty or modified duty assignments to any employee.

5) The City’s decision regarding all light duty or modified duty assignments shall be final and binding and not subject to the grievance procedure.

e) Disability Retirement

Nothing in this section shall prevent the City, upon receipt of proper medical certification, from placing an employee on work-related or other disability retirement and paying such employee for all accrued and unused vacation and sick leave in a lump sum, pursuant to conversion policies.

13:00 COMPUTER LOAN PROGRAM

The City agrees to offer regular employees the opportunity for a no-interest loan up to \$2,500 for the purchase of a personal computer. A two (2) year payback, guaranteed through payroll deduction is required. The program is subject to available funding. Employees who leave employment with the City will be required to pay the balance of the loan in full prior to termination. Employees are not limited to one use of the computer loan program, and have the ability to re-apply after five (5) years from the beginning of the initial loan.

14:00 MEDICAL EXAMINATION

a) When Required - The City Manager may require, upon cause, an employee to have a medical examination by a physician or physicians designated by the City Manager to evaluate the capacity of the employee to perform the work of his or her position. Medical examination shall mean examination by physicians, psychiatrists, psychologists, and other appropriate practitioners to determine the employee's physical, mental or emotional condition as any such condition relates to employment by the City.

b) Costs - Fees for the examination and for the service of medical specialists or technicians, if required by the City, shall be paid by the City. The employee may provide medical or other evidence to the examining physician or to the City. The examining physician shall make a written report of the examination to the City.

c) Physician's Report - The City Manager shall provide a copy of the physician's written report to the employee.

d) Termination - When the City Manager, after considering the conclusions of the medical examination provided for by this section or medical reports from the employee's physician, and other pertinent information, concludes that the employee is unable to perform the work of his or her present position, or any other position in the City, and cannot be reasonably accommodated as defined in the Americans with Disabilities Act which became effective July 26, 1992, and the employee is not eligible or waives the right to retire for disability and elects to withdraw his or her retirement contributions or to permit his or her contributions to remain in the retirement fund with rights to service retirement, the City Manager may terminate the employment of the employee.

15:00 DRUG FREE WORK PLACE POLICY

The City has adopted a Drug Free Work Place Policy which all employees must follow.

16:00 PERSONNEL RULES

The parties agree that issues concerning the administration of wages and benefits which are not specifically referenced herein are covered through language contained in and agreed upon the PERSONNEL RESOLUTION adopted 6/11/02 or as outlined in the PERSONNEL ORDINANCE.

17:00 DISCRIMINATION

It is City Policy that there shall be no unlawful discrimination against any employee for any of the following reasons: race, religion, color, creed, physical or mental disability or medical condition, marital status, national origin, sex, age, political affiliation or belief or sexual orientation.

PAYROLL CYCLE CHANGES

The parties recognize that the City intends to change from a 24 pay period schedule to a 26 pay period schedule, with paydays being made on a bi-weekly (every 2 weeks) basis, when administratively feasible.

SIGNATURE PAGE FOLLOWS

NEGOTIATING TEAM MEMBERS – CONFIDENTIAL



Sara Bickle

2/18/25

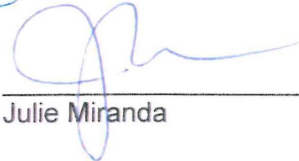
Date Signed



Jaime Von Kleist

2/18/25

Date Signed



Julie Miranda

2/18/25

Date Signed

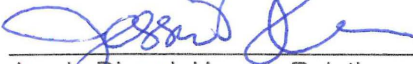
CITY OF TURLOCK



Andrew M. Aller, City Negotiator

2/19/2025

Date Signed



Jessie Dhami, Human Relations Director

02.20.2025

Date Signed

PERS VALUATION TABLE



California Public Employees' Retirement System
Actuarial Office
P.O. Box 942701
Sacramento, CA 94229-2701
TTY: (916) 795-3240
(888) 225-7377 phone · (916) 795-2744 fax
www.calpers.ca.gov

April 6, 2011

Sarah Tamey Eddy
Human Resources Manager
156 S. Broadway, Suite 235
Turlock, CA 95380

Dear Ms. Eddy

This letter gives information on the maximum amount of employee cost share for your Miscellaneous, Safety Fire and Safety Police Plans. Current Public Employee Retirement Law allows permanent cost sharing of the normal cost (NC) and 20 years of cost sharing due to the increase in unfunded liability (UL) from some past amendment. The 20 years of cost sharing due to the increase in unfunded liability begins from the effective date of the contract amendment. The tables that follow lay out all the necessary information for the maximum amount of cost sharing:

	Miscellaneous Plan	Safety Fire Plan	Safety Police Plan
Amendment	2.7% <u>@55</u>	3% <u>@50</u>	3% <u>@50</u>
Effective Date	1/1/2008	7/1/2004	7/1/2004
NC Increase	1.870%	4.556%	4.104%
UL Increase	3.336%	9.437%	7.425%
Temporary Cost Share	5.206%	13.993%	11.529%
Temporary Expiration Date	1/1/2028	7/1/2024	7/1/2024
Permanent Cost Share	1.870%	4.556%	4.104%

Remember that these are maximum cost share amounts. Actual cost share amounts can be anything up to the amounts listed above. Should you have any questions, I can be reached at 916-795-1410.

Sincerely,

Rick Santos, CFA, ASA, MAAA
Senior Pension Actuary, CalPERS

APR 12 2011

CONFIDENTIAL SALARY SCHEDULE FY 2024-2025

	Range	Step 1	Step 2	Step 3	Step 4	Step 5
		Monthly				
OFFICE ASSISTANT I	14.3	3309	3475	3649	3832	4024
OFFICE ASSISTANT II	16.3	3649	3832	4024	4225	4436
ACCOUNT TECH	21.2	4635	4866	5109	5366	5634
COMMUNICATIONS SPECIALIST	21.2	4635	4866	5109	5366	5634
SECRETARY, SR	21.6	4728	4964	5213	5474	5747
SECRETARY/DEPUTY CITY CLERK	23.2	5109	5366	5634	5915	6212
SECRETARY, SUPERVISING	23.6	5213	5474	5747	6035	6337
HUMAN RELATIONS SPECIALIST	24.2	5366	5634	5915	6212	6522
BACKGROUND COORDINATOR	26.2	5915	6212	6522	6849	7192
EXEC ADMIN ASST/DEPUTY CITY CLERK	26.2	5915	6212	6522	6849	7192
POLICE BUSINESS UNIT SUPERVISOR	27.4	6274	6588	6917	7264	7627
PUBLIC AFFAIRS ANALYST	28.0	6458	6781	7120	7476	7850
EXEC ADMIN ASSIST/CITY MANAGER	29.2	6849	7192	7551	7928	8325
EXEC ADMIN ASSIST/CM OFF/DEP CITY CLK	29.2	6849	7192	7551	7928	8325
EXEC ADMIN ASSIST/PUBLIC SAFETY	29.2	6849	7192	7551	7928	8325
EXEC ADMIN ASST/MUNI SERV	29.2	6849	7192	7551	7928	8325
EXEC ADMIN ASST/PUBLIC WORKS	29.2	6849	7192	7551	7928	8325
HUMAN RELATIONS ANALYST	29.2	6849	7192	7551	7928	8325
EXEC ASST TO CM/CITY CLERK TRAINEE	31.2	7551	7928	8325	8741	9179
EXECUTIVE LEGAL ASSISTANT-PARALEGAL	31.2	7551	7928	8325	8741	9179