

March 27, 2024

**City of Escondido  
2023 Meet-and-Confer Process  
Escondido City Employees' Association – Supervisory Bargaining Unit**

**Tentative Agreement**

**1. Term:**

Two-year term, July 1, 2023 through June 30, 2025.

None of the terms are retroactive; all changes take effect upon the agreed upon effective date after the ratification by both parties.

**2. Classification and Compensation:**

Implementation of classification and compensation study as provided by employee name in the spreadsheet titled "ECEA C&C Imp. w/ Early Step for Designated Employees Plus Seniority", dated 3/31/2024 and provided today.

- Steps 6 and 7 will be added to the compensation plan. All steps will be 5% apart.
- All future step increases will require one year in the step. The City will no longer provide advancement from Step 1 or Step 2 after six months.

**3. Safety Shoe Allowance:**

Safety Shoe allowance will increase to \$225 annually.

**4. Tuition Reimbursement:**

The City agrees to increase the tuition reimbursement amount from \$1,500 to \$2,500 per fiscal year per employee up to a maximum of \$4,000 per fiscal year for the entire bargaining unit.

**5. American Rescue Plan Act (ARPA) – Premium Pay:**

The City will pay eligible employees a one-time stipend of \$2,000. To be eligible, employee must currently be employed and worked for the City of Escondido between March 2020 to April 10, 2023.

**6. Vacation Cash Out:**

Each July and December, employees may cash-out up to 40 hours of vacation leave, for a total of 80 vacation hours per year. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

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**7. Floating Holiday:**

Effective July 1, 2024 and annually thereafter, all employees will receive one floating holiday per fiscal year on July 1st, equal to nine hours of straight time. This benefit will not be prorated for those hired after July 1. The floating holiday may be used at the discretion of the employee with prior management approval. An unused floating holiday credit will not carry over to the next fiscal year, has no cash value, and thus cannot be paid out upon separation of employment.

**8. Previous T/A's**

- a. Use of City Facilities
- b. Base Pay
- c. Tuition Reimbursement
- d. Delete Obamacare Article XXX
- e. Discipline
- f. Probation
- g. Dental Insurance
- h. Delete Exhibits B & C
- i. Shoe Allowance

**9. Clean Up Language**

- a. Probation:

Employees hired or promoted on or after March 31, 2024 will serve a probationary period of 12 months/1 year.

- b. Base Pay

The Monthly Base Salary Table, Appendix A, includes seven one-year steps. The City will no longer provide advancement after six (6) months in Step 1 or Step 2.

- c. Public Employees' Retirement System (PERS)

A.1 Delete: The City will cease paying and reporting the value of the seven percent (7%) Employer Paid Member Contribution (EPMC)

A.6 Delete: The City shall provide Third Tier 1959 Survivor's Benefit through the Public Employees' Retirement System (PERS).

- A.7. Revise benefit to read:

The City agrees to provide CALPERS Section 21548 Pre-Retirement Option 2W Death Benefit

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d. Vacation

Section 3.A. Vacation Periods - Delete:

If the requirements are such that an employee cannot take all of their accrued vacation within the accrual year, the balance may be carried forward to the next year. Vacation credit shall be forfeited if not taken within a twenty-four (24) month period for such employees.

Section 3.E. - Delete:

Allowable, accrued terminal vacation pay shall be computed as follows:

- 1 - 5 years of service: Actual hrs. worked x 4.62% = Terminal vac. hrs.
- 6 - 10 years of service: Actual hrs. worked x 6.54% = Terminal vac. hrs.
- 11 - 15 years of service: Actual hrs. worked x 8.46% = Terminal vac. hrs.
- 16 & over years of service: Actual hrs. worked x 10.38% = Terminal vac. hrs.

Computations shall be made to the nearest tenth of an hour, the figure "5" being rounded to the nearest even number.

e. March 27, 2024 MOU language changes:

- i. Strike Article 4, Section 1.C – Wage and Salary Schedule
- ii. Amend Article 5, Section 5.A.2 by replacing Section 21382.5 with 21574
- iii. Amend Article 5, Section 5.C.2 by striking the percentage rate and replacing with "Rates are provided in the annual benefits summary sheet attached as Appendix B and revised annually on or about January 1 and shall be automatically incorporated into this MOU.

DATED: 3/27/24

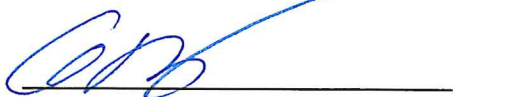
DATED: 3/27/24

CITY OF ESCONDIDO

ECEA – Supervisory Unit

  
\_\_\_\_\_  
Jessica Perpetua

  
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Paige Chretien

  
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Gary McCarthy

  
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Ralph Ginese / Chris Talbott