

City of South San Francisco
Mid-management Unit, Teamsters Local 856
Summary of MOU Changes
June 27, 2017

1. Contract term of three (3) years: July 1, 2017 – June 30, 2020.
2. Across-the-board salary adjustments of 3% effective the pay period including July 1, 2017; 3% effective the pay period including July 1, 2018; and 3% effective the pay period including July 1, 2019.
3. Allow for employees to contribute all of a portion of their \$550 Discretionary Benefit Option if they waive insurance for medical, dental, and vision into a Medical After Retirement Account (MARA) if they have maximized their annual deferred compensation for the year.
4. Introduce a payroll deduction procedure for union to deduct union dues and agency fee from the union members' pay checks.
5. Establish an overtime rate for any work performed in excess of 40 hours per week for work performed in the course of a state of emergency.
6. Modify retirement language to reflect changes resulting from the Public Employees' Pension Reform Act.
7. Establish standby pay at a rate of \$400 per week for the classifications of Information Technology Manager, Information Systems Manager, and Senior Systems Administrator.
8. Create a bilingual pay for Literacy Program Manager, Recreation Community Services Coordinator, and Childcare Assistant Supervisor.
9. Increase Personal and Professional Development Expense Reimbursement from \$500 per year to \$750.
10. Establish the number of hours an employee could sell back as 40 hours of unused but accrued vacation per year.