

City of South San Francisco
AFSCME, Local 829,
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. Establish a bilingual differential for the Communications Center for any language spoken by a significant portion of the City's population.
4. Modify retirement language to reflect changes resulting from the Public Employees' Pension Reform Act (PEPRA) and PERS regulations implementing PEPRA.
5. Incorporate Side Letter Expanding Certification pays for some employees.
6. Increase Tool Reimbursement Amounts from \$500 to \$600 per fiscal year.
7. Allow for employees to their \$550 Discretionary Benefit Option if they waive insurance for medical, dental, and vision into a Medical After Retirement Account (MARA).
8. Change the dates for submissions for Vacation Buy Back program and outlining eligibility requirements for participating in the program.
9. Increase Stand By pay from \$400 per week to \$500 per week.
10. Establish comp time buyback program for employees working in the Communications Center, up to 15 hours per year.
11. Establish personal and professional development reimbursement program for employees working in the Communications Center, up to \$500 per year.