

City Counter-Proposal to Union Proposal #26

9/9/2024

SECTION 15: PREMIUM PAY

15.3 Longevity Pay

Effective the first full pay period after Union ratification and approval of the successor contract by the City Council on its regular agenda, employees completing- nineteen (19) years of service shall receive a three percent (3%) differential beginning with the anniversary date of beginning the twentieth (20th) year of service and shall apply to all hours in a paid status. This Longevity Pay shall be reported to CalPERS as Longevity Pay Incentive Pay. This provision shall expire effective the first full pay period of July 2026.

Effective the first full pay period in July 2026, employees completing seventeen (17) years of service shall receive a three percent (3%) differential beginning the eighteenth (18th) year of service. This Longevity Pay shall be reported to CalPERS as Longevity Pay Incentive Pay.