*Throughout the SEIU CSU MOU, all references to “Legislative Assistant” shall be updated to the new classification title “Legislative Aide”.*

SECTION 28: HOSPITAL-MEDICAL AND DENTAL COVERAGE

28.1 Medical Coverage

The City shall pay for the cost of health insurance coverage for employees, spouse/domestic partner and dependents who have such coverage under any group health insurance plan authorized by the City Council, regardless of the funding source for their position. The maximum amount the City shall be required to pay for medical insurance premiums shall be the applicable Kaiser rate (i.e., single party, two party, or family) regardless of the City sponsored health plan selected by the employee. The present level of the health plan benefits described above shall be maintained at City expense.

28.1.1 Domestic Partnership Taxation: If an employee chooses to complete and submit an Affidavit of Domestic Partnership and sign up for medical benefits for his or her domestic partner, the employee may be subject to federal and state income tax withholding.

28.1.2 Part-Time Employees: Effective July 1, 2008, the City will pay 75% of the cost of the medical plan which is fully paid for full time employees for those part time employees who work 20 to 29 hours per week. The City will pay 100% of the cost of the medical plan which is fully paid for full time employees for those part time employees who work 30 or more hours per week.

28.1.3 Part-Time Employees in the Legislative ~~Assistant~~ Aide Classification Only: Part-time employees in the Legislative ~~Assistant~~ Aide classification may be eligible for retirement benefits as provided for in the CSU PTRLA SEIU MOU, Sections 27.1 (Part-Time Employees), 47 (Public Employees’ Retirement System), and 48 (Public Agency Retirement System). As soon as administratively possible after Union ratification and approval by the City Council, the City will pay 75% of the cost of the medical plan which is fully paid for full time employees for those part-time employees who work 20 to 29 hours per week. The City will pay 100% of the cost of the medical plan which is fully paid for full time employees for those part-time employees who work 30 or more hours per week.

SECTION 57: LEGISLATIVE ~~ASSISTANTS~~ AIDES

57.3 Salary ~~Range~~ Step Advancement

~~Effective the first full pay period after Union ratification and Council approval, the following step range shall be amended as follows:~~

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **~~Step 1~~** | **~~Step 2~~** | **~~Step 3~~** | **~~Step 4~~** | **~~Step 5~~** | **~~Step 6~~** | **~~Step 7~~** | **~~Step 8~~** |
| ~~$36.3384~~ | ~~$38.1512~~ | ~~$40.0670~~ | ~~$42.0652~~ | ~~$44.1664~~ | ~~$46.3706~~ | ~~$48.6984~~ | ~~$51.1292~~ |

~~Effective the first full pay period after Union ratification and Council approval, at initial salary step placement current incumbents who make less than Step 1 of the new range will move to at least Step 1 of the new range. All other incumbents will move to at least the new step closest to a Legislative Assistant’s current salary that represents an increase. Incumbents may be initially placed at a higher step in the step range at the discretion of the appointing authority. Thereafter, at their anniversary date, Legislative Assistants with a successful performance evaluation move to the next step. If a performance evaluation is not completed prior to a Legislative Assistant’s anniversary date, the Legislative Assistant shall move to the next step. Newly hired employees in the classification of Legislative Assistant may be placed at any step of the step range at the discretion of the appointing authority. Only employees in the Legislative Assistant classification who are excluded from FLSA shall be entitled to Administrative Leave as provided for in Article 3, Section 27.~~

The salary step advancement process for Legislative Aides shall be as follows:

Legislative Aides will automatically advance one step annually – upon their anniversary date in the classification and upon receipt of a performance evaluation that meets or exceeds expectations; they will automatically advance one step annually upon their anniversary date in the classification in the absence of an evaluation, but will not have their annual step increase in the event of a negative evaluation (below “meets expectations”); and

The hiring authority may move a Legislative Aide multiple steps upon a significant change in the Legislative Aide’s level of education, complexity of assigned tasks and duties, and/or supervisorial responsibilities.

~~57.4 One-Time Accretion Recognition Payment~~

~~Effective the first full pay period after Union ratification and Council approval, only employees in the Legislative Assistant classification currently in paid status shall receive a one-time accretion recognition payment. Payment shall be calculated as follows: the value equivalent to six months of the difference between the employee’s current base salary as of May 14, 2021 and the employee’s new base salary as defined in Article 11, Section 54.3 subject to applicable tax deductions and withholdings. Legislative Assistants employed less than six months upon Union ratification and Council approval shall receive the accretion recognition payment on a pro rata basis.~~

Tentative Agreement

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Jonathan Holtzman Nato Green

Date: Date:

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Aram Kouyoumdjian Allison Reimer

Date: Date:

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Julio Corral

Date:

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Jose Guerrero

Date:

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Arcata Griffin

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Julia Wiswell

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Jamie Cooney

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Danielle Hall

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Nico Ledwith

Date:

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Christina Rea

Date: