

**Memorandum of Understanding
Between City of Albany and
Service Employees International Union (SEIU), Local 1021**

Summary of Memorandum of Understanding Changes

Term Three years from April 1, 2011 through March 31, 2014.

Pension For employees hired before July 1, 2011

Effective the pay period beginning July 25, 2011, employees shall pay 4.0% of the employee's portion of PERS.

Effective the pay period that contains July 1, 2012, employees shall pay an additional 3.0% of the employee's portion of PERS.

Effective the pay period that contains July 1, 2013, employees shall pay an additional 1.0% of the employee's portion of PERS.

For employees hired on or after July 1, 2011

Amend contract with PERS to add the 2.0% @ 60 second-tier retirement formula for new hires.

Effective the pay period beginning July 25, 2011, employees shall pay 4.0% of the employee's portion of PERS.

Effective the pay period that contains July 1, 2012, employees shall pay an additional 3.0% of the employee's portion of PERS.

Salaries No increase April 2011.

Containing the pay period that contains July 1, 2012, salaries for all classifications shall be increased by 4.0%.

Containing the pay period that contains July 1, 2013, salaries for all classifications shall be increased by the SF-Oak-SJ April-April CPI-U (minimum 2%, maximum 4%).

Minor Changes:

Section 1.1 – Union Representation – Added language on mediating disputes over the proper assignment of a classification.

Section 5.12 – CWEA Sewer Certificate – Incorporated and revised former side letter to read: “Employees will be compensated by a payment of five percent additional salary above the employee's regular base salary for obtaining and maintaining certification in the California Water Environment Association Technical Certification Program.”

Section 6.5 – Compensatory Time – Increased maximum accumulation to eighty hours.