

Tentative Agreement
Between the
City of Sunnyvale
And Sunnyvale Managers Association
July 14, 2016

Article 4 TERM

The term of this Agreement shall be upon ratification of the parties and through June 30, 2019, and will thereafter continue in effect until the parties reach agreement on a successor Agreement or the City Council takes action after meeting and conferring in good faith to modify the wages, hours, and terms and conditions of employment provided hereunder.

Article 12 WAGES

12.2 Salary Adjustments

1. Effective July 1, 2015: 3.5% across the board salary adjustment.
2. Effective the first full pay period in July 2016 (July 3, 2016): 2.5% across the board salary adjustment.
3. Effective the first full pay period in July 2017 (July 2, 2017): 1.5% across the board salary adjustment.
4. Effective the first full pay period in July 2018 (July 1, 2018): 2% across the board salary adjustment.

Article 13 INSURANCE PLANS AND RETIREMENT

13.14 Retirement

The City has contracted with CalPERS and shall provide pension benefits for miscellaneous employees, including employees in this Unit, in a manner consistent with State law and will comply with the Public Employees' Pension Reform Act (Government Code Section 7522 et seq.).

Employees' payment to their employee contribution to CalPERS shall be made pursuant to IRC Section 414(h)(2).

Tier 1 – Local Miscellaneous 2.7% at age 55

Employees hired before December 23, 2012 shall receive Local Miscellaneous 2.7% at age 55 retirement formula. Final compensation shall be calculated using the single highest year model.

The City agrees to contribute to CalPERS on behalf of employees as follows:

Effective the first full pay period inclusive of City Council approval, the City shall contribute four percent (4%) of the eight percent (8%) employee contribution. Employees shall pay the remaining four percent (4%) of the employee contribution on a pre-tax basis.

The City's payment of employees' CalPERS contribution is based upon authority from CalPERS and upon tax treatment permitted by the Internal Revenue Service and revenue rulings related thereto, and by the California Franchise Tax Board. It is understood that the State Legislature or Congress may alter the statutory authority for this tax treatment, and the Franchise Tax Board, or the IRS or the United States Department of Treasury may alter the current revenue rulings, either by other rulings or regulations.

The City shall continue to report the value of the employer-paid member contributions (EPMC) as additional compensation for each employee.

Tier 2 – Local Miscellaneous 2.0% at age 60

Employees hired on or after December 23, 2012 who are also classic CalPERS members shall receive the Local Miscellaneous 2.0% at age 60 retirement formula. Final compensation shall be calculated using the single highest year model.

The City agrees to contribute to CalPERS on behalf of employees as follows:

Effective the first full pay period inclusive of City Council approval, the City shall contribute four percent (4%) of the seven percent (7%) employee contribution. Employees shall pay the remaining three percent (3%) of the employee contribution on a pre-tax basis.

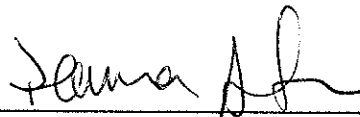
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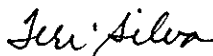
Tier 3 - Local Miscellaneous 2.0% @ 62

Employees hired on or after January 1, 2013 who are also new CalPERS members shall receive the Local Miscellaneous 2.0% at age 62 retirement formula. Final compensation shall be calculated using the highest 36-consecutive month model. Employees will pay fifty percent (50%) of normal cost as the employee contribution on a pre-tax basis. The normal cost is subject to change on a fiscal year basis as determined by CalPERS.

FOR THE CITY OF SUNNYVALE

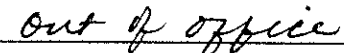


Deanna J. Santana, City Manager
Date: 7/18/16




Teri Silva, Director of Human Resources
Date: 7/18/16

FOR SUNNYVALE MANAGERS ASSOCIATION



Tony Pineda, SMA President
Date: _____



Ernie DeFrenchi, SMA Vice-President
Date: 7-14-16