

City of Monterey
General Employees of Monterey (GEM) / Laborers International Union of North America (LIUNA) United Public Employees, Local 792, AFL-CIO MOU
Tentative Agreement
July 1, 2005 through June 30, 2012 MOU

November 21, 2012

Tentative Agreement for new terms to the GEM MOU, subject to ratification by GEM membership which must occur before December 18, 2012, and the City of Monterey:

- GEM agrees to amend the Side Letter Agreement signed and dated on 6/21/11, by deleting item 3 on page one which provides as follows:
 - “Create a two-tier PERS retirement system effective July 1, 2011, or as soon as possible thereafter, with the following terms:
 - a) All employees hired on or before June 30, 2011, or as soon as practical thereafter, shall receive the currently provided CalPERS retirement system (2.7% at 55).
 - b) All employees hired on or after July 1, 2011, or as soon as practical thereafter, shall be in a second tier retirement system under the following parameters:
 - i. 2.0% at 60 CalPERS’ retirement formula
 - ii. Final compensation will be based on average of highest consecutive 36-month period (changed from 12-month period).”
- GEM further agrees that the Side Letter Agreement will not be amended to delete item 3 on page one unless all six employee groups agree to rescind the negotiated two tier PERS retirement system, as per CalPERS contract requirements, prior to December 18, 2012. If all six employee groups do not agree to the rescind the negotiated two tier PERS retirement system prior to December 18, 2012, then there will be no amendment to the Side Letter Agreement, and item 3 on page one will remain in full force and effect.

For the City

For GEM

Michael McCarthy Date
Assistant City Manager

Phyllis Kimber Date
GEM Chair

Steve Allen Date
Senior Labor Representative
UPEC, Local 792