

City of Loma Linda to Unrepresented Management/Confidential Employee Group

June 16, 2021

This comprehensive package is for a three (3) year term (July 1, 2021 – June 30, 2024).

1. Salary

- Effective first pay period after adoption by the City Council - 4% across the board salary increase
- Effective first pay period after July 1, 2022 – 4 % across the board salary increase
- Effective first pay period after July 1, 2023 – 3.5% across the board salary increase

2. Cafeteria Plan:

The City will enhance cafeteria spending in accordance with the percentage increase in cafeteria costs. A weighted average of costs throughout the City is approximately 2.3%. (See below.) The City proposes increasing the cafeteria plan by 2.5% **effective the first pay period after adoption by City Council** and to subsequently increase the benefit in relation to direct cost increase of the weighted average % (sum of City employees per plan times percent increase divided by the sum of City employees) rounded up to the nearest one tenth of a percent (0.01%) each January 1 for the remaining term.

3. Tuition Reimbursement

Tuition reimbursement will be increases from \$2000 to \$5000 per fiscal year.

4. Bereavement Leave

The City will extend bereavement leave for aunts and uncles, but such leave shall be limited to one (1) day.

5. Education Incentive

The City will provide \$100 per month for an employee who possesses an eligible bachelor's degree, advanced degree or professional certification. To be eligible for education incentive, the degree or certification must not already be required for the classification and must also provide value to the City. To be considered for education incentive, the employee shall submit a request in writing to their Department Head. The Department Head shall then make a recommendation as to whether the education incentive is appropriate to the City Manager. The City Manager shall make a final determination as to whether education incentive is warranted. The City Manager's decision is final and shall not be subject to any administrative challenge. Payment of education incentive shall not be cumulative and shall be capped at \$100 per month, regardless of how many eligible degrees and/or professional certifications an employee possesses.