

**SIDELETTER AGREEMENT AMENDING**  
**THE MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE CITY OF MOUNTAIN VIEW AND THE MOUNTAIN VIEW**  
**PROFESSIONAL FIREFIGHTERS, LOCAL 1965**  
**July 1, 2015 to June 30, 2017**

The Mountain View Professional Firefighters, Local 1965, and the City of Mountain View have negotiated a side letter to the existing Memorandum of Understanding (expiring on June 30, 2017) and the parties do agree to adopt this side letter agreement modifying the MOU as follows:

**2.00 TUITION REIMBURSEMENT**

Effective the first pay period ending in July 2015, members shall be eligible to receive reimbursement for tuition, books, fees, etc., up to \$2,000 per fiscal year, when members pursue approved departmental educational goals. This reimbursement program shall be administered by the Human Resources Division, and all rules and regulations of the program are outlined in the City Administrative Instruction 3-06. Any amount in excess of \$1,500 per fiscal year must apply directly towards an undergraduate or graduate degree from an accredited college or university

In addition to the annual \$2,000 benefit, with no lifetime maximum, for completion of individual college courses or training courses which an employee may take without pursuing a college degree, effective June 21, 2015, employees are eligible to receive up to \$10,000 per fiscal year with a \$20,000 lifetime maximum if they enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. Completion of the degree or leadership program is required to obtain the full \$20,000 benefit. Administrative Instruction 3-06 will govern the process for applying for tuition reimbursement benefits.

Employees who completed accredited college coursework in Fiscal Year 2013-14 and Fiscal Year 2014-15, applied for and received reimbursement under the City's tuition reimbursement program and completed the degree in either Fiscal Year 2013-14 or Fiscal Year 2014-15 are eligible to receive up to a maximum of \$20,000 reimbursement for the costs of the degree program.

**7.00.02 Pension Contributions for Represented Members on 3 Percent at 50 (3@50) Pension Formula**

*Provisions related to FY 2016-17 are removed, as follows; all other provisions in this section remain the same.*

~~FY 2016-2017 and Ongoing—Additional 2 Percent Ongoing Cost Share (max 19.366 percent Employee Share)~~

~~In the first pay period ending in July 2016 Local 1965 members will receive a 2.0 percent COLA. Effective with the first pay period ending in July 2016, the Union agrees to increase the cost share associated with the 3@50 enhanced retirement benefit by up to 2.0 percent, to a maximum of 10.0 percent, based on contributing 50.0 percent of the amount between 16.268 percent and 36.268 percent of the Equalized Employer Rate (defined below). When adding the cost of the Alternate Death Benefit for Local Fire Members Credited with 20 years or more of Service and the Pre-Retirement Option Settlement 2 Death Benefit (.366 percent), the maximum total employee contribution for enhanced benefits will be 10.366 percent, in addition to the employee-paid PERS Member Contribution of 9.0 percent.~~

**7.00.06 Pension Contribution for Represented Members on the 2.7 percent at 57 (2.7@57) Pension Formula**

*Provisions related to FY 2016-17 are removed, as follows; all other provisions in this section remain the same.*

This section establishes the pension contribution for represented members on the 2.7@57 pension formula. This formula was established by the Public Employee Pension Reform Act of 2013 (PEPRA). It went into effect January 1, 2013 and imposed a new pension formula and minimum employee contribution for represented members hired after January 1, 2013 who met criteria established in the legislation. In accordance with PEPRA, represented members on this formula must pay at least 50 percent of normal cost of their pension. For FY 14-15 half the normal cost is 11.25 percent of salary.

In an effort to help contain pension costs, represented members on the 2.7@57 pension formula agree to a 2.0 percent of salary cost share in FY 15-16 and an additional 2.0 percent of salary cost share FY 16-17. ~~These~~ This cost share will be in addition to the employee-paid PERS Member Contribution of 50 percent of normal cost beginning July 1, 2015, and in addition .366 percent of salary pension contribution which is associated

with the Alternate Death Benefit for Local Fire Members Credited with 20 or More Years of Service (Section 21547.7) and the Pre-Retirement Option 2 Death Benefit (Section 21548). The combined employee contribution will not exceed 13.616 percent in FY 2015-16, and 15.616 percent in FY 2016-17.

The total represented member pension contributions for the period of July 2014 – June 2017 are provided below.

**Effective July 6, 2014**

	<b>“Standard” Employee Contribution</b>	<b>Employee- Paid Survivor benefit</b>	<b>Cost Share (Employee Share of Employer Contribution)</b>	<b>Maximum Total Paid by Employee**</b>
3@50	9.0%	.366%	6%	15.366%
2.7@57	11.25%*	.366%	0%	11.616%

**Effective Pay Period Including July 1, 2015**

	<b>“Standard” Employee Contribution</b>	<b>Employee- Paid Survivor benefit</b>	<b>Cost Share (Employee Share of Employer Contribution)</b>	<b>Maximum Total Paid by Employee**</b>
3@50	9.0%	.366%	8%	17.366%
2.7@57	11.25%*	.366%	2%	13.616%

**Effective Pay Period Including July 1, 2016**

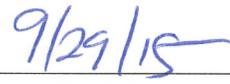
	<b>“Standard” Employee Contribution</b>	<b>Employee- Paid Survivor benefit</b>	<b>Cost Share (Employee Share of Employer Contribution)</b>	<b>Maximum Total Paid by Employee**</b>
3@50	9.0%	.366%	10%	19.366%
2.7@57	11.25%*	.366%	4%	15.616%

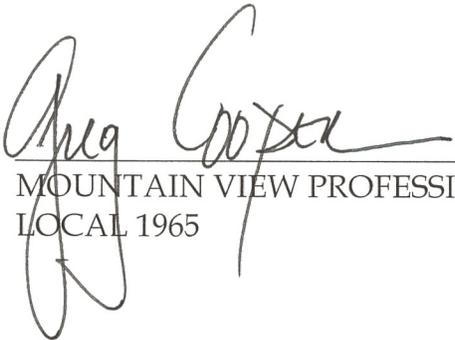
\* Under PEPRRA, employees on the 2.7@57 pension formula are required to pay at least half the normal cost of their pension. This amount is 11.25% of salary for 2014 but may change in the future.

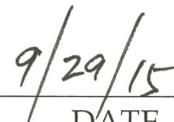
\*\* This is the maximum employee contribution. If the normal cost for the 2.7@57 formula increases beyond 22.5%, requiring the employee to pay more than 11.25% to contribute half the normal cost, the amount of the employee-paid employer contribution (cost share) will decrease proportionately so that

the total employee contribution will terminate at 13.616% in FY 2014-15 and at 15.616% in FY 2015-16. For example, if in FY 2014-15 half the normal cost is 12.25% plus .366% for the survivor benefit for a total of 12.616%, the cost share amount would be 1% to reach a total employee contribution of 13.616%. If in FY 2015-16 half the normal cost is 15.25% plus .366% for the survivor benefit for a total of 15.616%, the cost share amount would be 0% for a total of 15.616%. If at any time half the normal cost decreases such that the total employee contribution, if the prior cost share were continued, would drop below 13.616% (FY 2014-15) or 15.616% (FY 2015-16), then the cost share amount will increase proportionately but would not exceed 2% beginning in FY 2014-15. and 4% in FY 2015-16.

  
CITY OF MOUNTAIN VIEW

  
DATE

  
MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS,  
LOCAL 1965

  
DATE