

March 12, 2015

William S. Haley
Plumbers and Pipefitters, Local 447
5841 Newman Court
Sacramento, CA 95819

RE: Agreement Regarding PERS Retirement Plan (Cost-Share)

Dear Bill:

This is to confirm the agreement reached between the City of Sacramento (City) and the Plumbers and Pipefitters, Local 447 (Local 447) regarding amendments to the existing Memorandum of Understanding (MOU) between the parties covering employees in the Water and Sewer Unit. The parties have agreed to amend the existing MOU at the request of CalPERS.

Specifically, the agreement is as follows:

1. Article 16.11(a)(3) of the MOU is amended to read as follows:

Effective June 27, 2015, all "classic members" shall pay eight percent (8%) of salary to the PERS retirement plan. The parties will seek to amend the PERS contract to reflect a new cost-share agreement in which classic members shall, from the date of the amendment, pay a seven percent (7%) employee contribution and one percent (1%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the Local 447 membership, the one percent (1%) cost-share will remain in the City's account.

2. Article 16.11(a)(4) is deleted.
3. This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the Departments or the City of Sacramento except as expressly stated herein.
4. This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed discussions, whether written or oral.

If this is your understanding of the agreement reached, please sign and date as indicated below and return one original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,



Geri Hamby
Director of Human Resources

AGREED TO:



William S. Haley
Plumbers and Pipefitters, Local 447

Approved as to form:



Brett M. Witter
Supervising Deputy City Attorney