

7/27/16
Diana Uy
for City

7/27/16
May Blue

Distributed
7/27/16

City of Cupertino and OE3

Tentative Agreement

Signed on July 27, 2016

SECTION 11: PUBLIC EMPLOYEES RETIREMENT CONTRIBUTION

A. Employees hired on or before December 29, 2012 Only.

For employees hired by the City of Cupertino on or before December 29, 2012, the City has contracted with CalPERS for a 2.7% @55 retirement formula.

~~Effective the first full pay period after Union ratification and adoption of this MOU by the City Council, the City agrees to pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) not to exceed 4.5 % of applicable salary and each employee agrees to pay 3.5% of applicable salary.~~

~~Effective in the first full pay period in July 2014, the City agrees to pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) not to exceed 3.0 % of applicable salary and each employee agrees to pay 5.0% of applicable salary.~~

~~Effective in the first full pay period in July 2015, the City agrees to pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) not to exceed 1.75 % of applicable salary and each employee agrees to pay 6.25% of applicable salary.~~

~~The City agrees to pay the employer's contribution rate to the Public Employees Retirement System to the extent required by law and the parties acknowledge that by January 1, 2018 the employees are required to pay 50% of the normal cost rate as determined by CalPERS.~~

Effective the first full pay period after Union ratification and adoption of this MOU by the City Council, the City agrees to pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) not to exceed 1% of applicable salary and each employee agrees to pay 7.0% of applicable salary.

Effective in the first full pay period in June 2017, each employee shall pay the full 8.0% of applicable salary of the employee's contribution towards CalPERS.

B. For Employees hired by the City of Cupertino on December 30, 2012 or on December 31, 2012 or a current CalPERS employee who qualifies as a classic member under CalPERS Regulations Only

For employees hired by the City of Cupertino on December 30, 2012 or on December 31, 2012 or a current CalPERS employee who qualifies as a classic member under CalPERS Regulations

only the City has contracted with CalPERS for a 2.0% @ 60 retirement formula based on a three year average compensation.

Effective the first full pay period after Union ratification and adoption of this MOU by the City Council, the City shall not pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) and each employee shall pay the full 7% of applicable salary of the employee's contribution towards CalPERS.

~~Effective the first full pay period after Union ratification and adoption of the MOU by the City Council, the City agrees to pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) not to exceed 3.5 % of applicable salary and each employee agrees to pay 3.5% of applicable salary.~~

~~Effective the first full pay period in July 2014, the City agrees to pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) not to exceed 2.0 % of applicable salary and each employee agrees to pay 5.0% of applicable salary.~~

~~Effective the first full pay period in July 2015, the City agrees to pay the employee's contribution rate to the California Public Employees Retirement System (CalPERS) not to exceed .75 % of applicable salary and each employee agrees to pay 6.25% of applicable salary.~~

~~The City agrees to pay the employer's contribution rate to the Public Employees Retirement System to the extent required by law and the parties acknowledge that by January 1, 2018 the employees are required to pay 50% of the normal cost rate as determined by CalPERS.~~

C. For new employees hired by the City of Cupertino on or after January 1, 2013 and do not qualify as Classic members Only.

For new employees hired by the City of Cupertino on or after January 1, 2013 and who do not qualify as classic members as defined by CalPERS, CalPERS has by statute implemented a 2% @ 62 formula, based on a three year average compensation. Employees in this category shall pay 50% of the normal cost rate as determined by CalPERS.