

SEIU LOCAL 521 PROPOSALS TO THE CITY OF HANFORD

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

2.1 Wages

Year One – Six percent (6%) increase retroactive back to the first full pay period in July, 2025.

Year Two – Six percent (6%) increase effective the first full pay period in July, 2026.

2.3 Overtime

I. Administration

- A. It is the policy of the City that overtime work is to be kept to the minimum consistent with protection of life, property, and the efficient operation of the departments and activities of the City and that overtime work be compensated for by time off wherever practicable. All work requiring any employee to work overtime hours must be approved by the Department Head or his/her designated representative prior to the work being performed, with the exception of emergency situations.
- B. Overtime shall commence at the time an employee reaches the place where he/she is directed to report and shall continue until he/she is relieved or the work is completed whichever is the earlier.

II. Compensation

Employees shall receive overtime compensation for hours worked in excess of eight (8) hours per day or forty (40) hours per week at time and one-half (T 1/2) their base hourly rate or time and one-half (T 1/2) compensatory time off at the discretion of the employee, except as specified below in A, B, and C. Employees shall receive overtime compensation for hours worked in excess of twelve (12) hours per day or in excess of fifty (50) hours per week at double time (2T) their base hourly rate or double time (2T) compensatory time off at the discretion of the employee.

For any alternative work schedules that have work days defined as 10 (ten) or 12 (twelve) hour days, those employees shall receive overtime compensation for hours worked in excess of fifty (50) hours per week at double time (2T) their base hourly rate or double time (2T) compensatory time off at the discretion of the employee.

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2.4 Callback

Employees, on standby, who are called to work overtime from their regular days off or other off duty hours shall receive overtime pay for the minimum of ~~one (1)~~ **two (2) hours** at time and one-half (T 1/2) their base hourly rate, or equivalent time off at their discretion, but shall not exceed four (4) hours of pay at time and one-half (T 1/2) within any four (4) hour block of time. Overtime immediately before or following regularly scheduled working hours will not be subject to a minimum hour guarantee.

Employees not on standby, who are called back to work overtime from their regular days off or other off duty hours shall receive overtime pay for a minimum of ~~two (2)~~ **three (3)** hours at time and one-half (T 1/2) their base hourly rate, or equivalent time off at their discretion, but shall not exceed six (6) hours of pay at time and one-half (T 1/2) within any six (6) hour block of time. Overtime immediately before or following regularly scheduled working hours will not be subject to a minimum hour guarantee.

2.6 Vacation

II. Accrual

Vacation will be accrued and credited on a bi-weekly basis at the following rates for continuous service performed in pay status:

- A. From zero (0) through five (5) years:
3.39 hours per bi-weekly pay period, 88 hours annually
- B. From six (6) through ten (10) years:
4.62 hours per bi-weekly pay period, 120 hours annually
- C. From eleven (11) through fifteen (15) years:
5.24 hours per bi-weekly pay period, 136 hours annually
- D. Sixteen (16) **through twenty (20)** or more years:
6.16 hours per bi-weekly pay period, 160 hours annually
- E. **Twenty-one (21) or more years**
7.69 hours per bi-weekly pay period, 200 hours annually

2.48 Tool Allowance

Regular Fleet Mechanics shall receive a tool allowance of ~~\$1,000~~ **\$1,500** per fiscal year, with or without receipts. The tool allowance shall be recorded on the employee's timesheet and accounted for through the payroll system. The employee and/or supervisor is ultimately responsible for ensuring that their tool allowance is recorded on the timesheet in the pay-period that includes July 1st (~~\$500~~ **\$750**) and January 1st (~~\$500~~ **\$750**). Employees who have passed probation can elect to have a single payment of ~~\$1,000~~ **\$1,500** on July 1st rather than two separate payments so long as they do not exceed the ~~\$1,000~~ **\$1,500** in a fiscal year the employee would have otherwise received.

Newly hired Fleet Mechanics shall receive their first tool allowance within thirty days of being hired on a pro-rated basis and will not be eligible for an additional allowance until the following fiscal year. The supervisor is ultimately responsible for ensuring that the tool allowance is recorded on the new employee's timesheet.

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2.49 Deferred Compensation

Effective the first full pay-period following ratification and formal approval by City Council, employees are eligible to receive matched employer contributions for deferred compensation up to \$75 **\$100** per pay-period.

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1.2 Recognition

Under the terms of Chapter 12 of the Merit System Rules and Regulations, the City formally recognizes the SEIU [Local 521](#) as the recognized employee organization for the Hanford General Employees Bargaining Unit. [Pursuant to Assembly Bill 1484, the City formally acknowledges and confirms that all Part-Time and/or Extra Help employees holding non-supervisory and non-management classifications are hereby incorporated into the existing Hanford General Employees Bargaining Unit.](#)