WHEREAS, the CITY is facing a dramatic reduction in revenues due to the COVID19 crisis, and;

WHEREAS, the parties have met and agreed to amend the terms and conditions of employment to capture savings and avoid potential layoffs;

NOW THEREFORE, the parties agree as follows:

- **Furlough Pay Reduction:**
  - Seven (7) furlough days (56-hour reduction in paid time) between 7/1/2020 and 6/30/2021 – over 26 pay periods.
  - Equates to a reduction in pay of 2.69%.
  - Special compensation paid as a percentage of pay will be calculated based on the reduced earnings.
  - Base hourly rate (salary table hourly rate) does not change as a result of the furlough for purposes of compensation reporting to CalPERS.
  - Special compensation is reported to CalPERS as earned and is, therefore, impacted by furloughs.
  - Sworn only: To the extent permitted by CalPERS, in the event an employee retires within 12 months of the furlough program, CalPERS will utilize a worksheet to capture the lost value of special compensation for the purpose of accurately calculating retirement payments.

- **Furlough leave bank.**
  - Furlough leave will accrue each pay period at a rate consistent with pay reduction of 2.69% over 26 pay periods to equal 56 hours between 7/1/2020 and 6/30/2021.
  - Furlough leave can be scheduled and used like vacation.
  - Employees may use furlough leave prior to accrual resulting in a negative leave balance.
  - Use of furlough leave does not trigger overtime.
○ If employee leaves City employment with a negative leave balance, value of the negative leave amount will be adjusted out of the employee’s final paycheck.

○ If employee leaves City employment with a positive leave balance, remaining balance has no cash value.

○ Furlough leave must be used by June 30, 2022.

City of Davis

Mike Webb, City Manager

7/8/2020

Date

Davis Police Officers Association

John Renger, President

07/01/2020

Date