

AMENDMENTS TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF WEST COVINA  
AND  
WEST COVINA POLICE OFFICERS' ASSOCIATION  
JULY 1, 2014 THROUGH JUNE 30, 2015

The parties agree to a one-year contract extension, for the period of July 1, 2014 through June 30, 2015. In addition, the parties agree that the following sections shall be amended.

To be eligible for retroactive payment of the following compensation and benefits, members of the West Covina Police Officers' Association must be employed by the City of West Covina on February 2, 2016, and must also have been employed by the City of West Covina as member of the West Covina Police Officers' Association during the period of July 1, 2014 through June 30, 2015.

SECTION 22. HOLIDAYS

B. Shift Employees

For Shift employees, holidays shall be granted on the basis of twelve (12) hours per month with no specific date designated. On an annual basis, employees can elect to take said time as follows:

A. Holiday Pay = 5.54 hours per pay period

B. Holiday Leave Time (Comp) = 12 hours per month

Elections must be made by December 1<sup>st</sup> of the previous calendar year. See attached Appendix B Holiday Leave Time/Holiday Pay Request Form.

Holiday Pay/Holiday Time Team are provided on a pro rata basis. An employee who terminates employment will only be paid or receive Holiday Leave Time for holiday hours earned through the date of separation.

SECTION 14. DEFERRED COMPENSATION

The City shall contribute a one-time, six hundred dollars (\$600.00) deposit into the members' deferred compensation accounts, who participated in a deferred compensation program during Fiscal Year 2014-2015. Effective July 1, 2015, the City shall match up to fifty dollars (\$50.00) per month for members who participate in a deferred compensation program.

SECTION 8. CAFETERIA PLAN

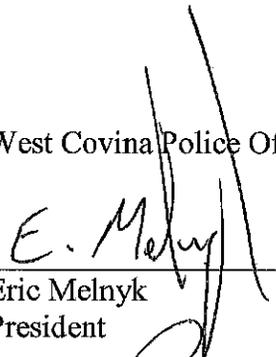
2) Dental Insurance: Effective July 1, 2014, the amount the City shall contribute to the unit members' cafeteria plan, in accordance with IRS Code Section 125, for dental insurance for members and eligible dependents shall increase from \$53.28 per month to \$62.23 per month.

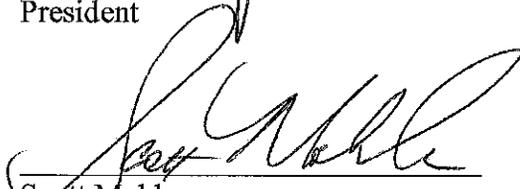
3) Vision: Effective July 1, 2014, the amount the City shall contribute to the unit members' cafeteria plan, in accordance with IRS Code Section 125, for vision insurance for members and eligible dependents shall increase from \$40.04 per month to \$45.42 per month.

All other terms and conditions of the Memorandum of Understanding between the City of West Covina and the West Covina Police Officers' Association shall remain in full force and effect.

PARTIES TO THE AGREEMENT

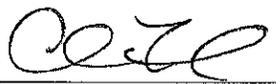
West Covina Police Officers' Association

  
Eric Melnyk  
President

  
Scott Mohler  
Vice President

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Mike McGill  
Association Attorney

City of West Covina

  
Chris Freeland  
City Manager

  
Tom Bokosky  
Director of Human Resources