

AMENDMENT TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF WEST COVINA  
AND  
THE WEST COVINA CONFIDENTIAL EMPLOYEES' ASSOCIATION  
JULY 1, 2015 THROUGH JUNE 30, 2016

The parties agree to a one-year contract extension, for the period of July 1, 2015 through June 30, 2016. In addition, the parties agree that the West Covina Confidential Employees' Association Memorandum of Understanding shall be amended as follows.

ARTICLE TWO – SALARIES AND COMPENSATION

I. SALARY SCHEDULE

Effective July 1, 2015, the base salary for the Confidential Employees' Association members shall increase two percent (2%).

To be eligible for a retroactive salary adjustment members of the Confidential Employees' Association must be employed by the City of West Covina on April 19, 2016.

In the event the City and another represented bargaining group agree to salary adjustments greater than the two percent (2%) for the period of July 1, 2015 through June 30, 2016, the City and the Confidential Employees' Association agree to reopen salary negotiations. However, in no case shall the salary adjustment be lower than 2%.

ARTICLE FIVE – LEAVE POLICIES

IV. SICK LEAVE

E. Sick Leave Payoff Upon Retirement

Unit employees, who retire from the City other than by discharge, shall be paid at the employee's hourly rate of pay for one-half (1/2) of all sick leave accrued to the time of such employee's retirement to maximum of four hundred and forty (440) hours. However, fifty percent (50%) of those hours eligible for cash out (maximum 220 hours) must be put into the employee's RHS account.

OTHER

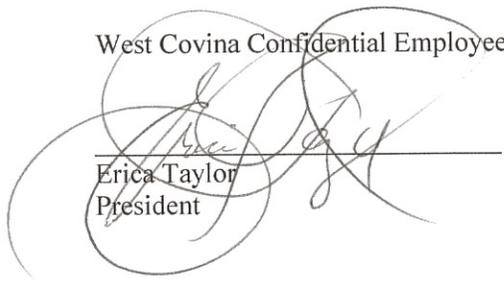
ONE TIME LEAVE CASH OUT

Confidential employees are eligible for a one-time additional cash out up to ten (10) hours of vacation and/or sick leave.

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

PARTIES TO THE AGREEMENT

West Covina Confidential Employees' Association



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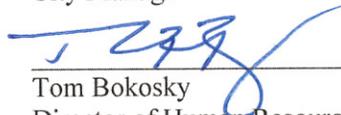
Erica Taylor  
President

City of West Covina



A handwritten signature in blue ink, appearing to be 'CF', positioned above a horizontal line.

Chris Freeland  
City Manager



A handwritten signature in blue ink, appearing to be 'TB', positioned above a horizontal line.

Tom Bokosky  
Director of Human Resources