

AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF WEST COVINA
AND
THE WEST COVINA GENERAL 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 General 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 General Employees' Association members shall increase two percent (2%).

To be eligible for a retroactive salary adjustment members of the General 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 General Employees' Association agree to reopen salary negotiations. However, in no case shall the salary adjustment be lower than 2%.

ARTICLE FIVE – LEAVE POLICIES

II. VACATION

B. Vacation Leave Earned and Accumulated

Eligible employees shall earn and accumulate to a maximum vacation leave as follows:

Months of Service	Hours Accumulated Per Pay Period	Hours Accumulated Per Month	Maximum Accruals
1 - 60*	3.08	6.67	280
61-108	4.62	10.00	280
109-120	4.92	10.67	280
121-132	5.23	11.33	280
133-144	5.54	12.00	280
145-156	5.85	12.67	280
157+	6.15	13.33	280

* At completion of 60 months add 40 hours

F. Payment of Unused Vacation Leave Time

Upon the employee's request he/she may be paid the straight time equivalent of his/her salary in lieu of vacation time off. Such payment shall be for no more than forty (40) hours in any calendar year.

III. 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 three hundred and sixty (360) hours. However, fifty percent (50%) of those hours eligible for cash out (maximum 180 hours) must be put into the employee's RHS account.

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

PARTIES TO THE AGREEMENT

West Covina General Employees' Association

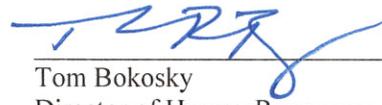


Sherry Sinclair
President

City of West Covina



Chris Freeland
City Manager



Tom Bokosky
Director of Human Resources