

AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF WEST COVINA
AND
THE WEST COVINA MID-MANAGEMENT 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 Mid-Management 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 Mid-Management Employees' Association members shall increase two percent (2%).

To be eligible for a retroactive salary adjustment members of the Mid-Management 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 Mid-Management Employees' Association agree to reopen salary negotiations. However, in no case shall the salary adjustment be lower than two percent (2%).

ARTICLE FIVE – LEAVE POLICIES

III. ADMINISTRATIVE LEAVE – MID MANAGMENT

D. Administrative Leave Policy

Employees may submit a request to the City Manager to carry over a maximum of forty (40) hours of unused Administrative Leave to the next calendar year; which must be used within six (6) months. Approval of requests are the sole discretion of the City Manager.

OTHER

ONE TIME LEAVE CASH OUT

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

SALARY SURVEY

In the July 1, 2014 through June 30, 2015 amendment to the Mid-Management memorandum of understanding, the City agreed to conduct a salary survey as part of the Fiscal Year 2014-2015 budget discussions; however, the survey was not completed.

The City agrees to conduct a salary survey of those positions identified in the Mid-Management Employee Association for the upcoming Fiscal Year 2016-2017 budget discussion. Conducting the salary survey does not commit the City to implementing any increases or decreases in salary, benefits, or other items at that time.

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

PARTIES TO THE AGREEMENT

Mid-Management Employees' Association



Kelly McDonald
President

City of West Covina



Chris Freeland
City Manager



Tom Bokosky
Director of Human Resources