

RESOLUTION NO. 2018-89

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WEST COVINA, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF WEST COVINA AND THE WEST COVINA GENERAL EMPLOYEES' ASSOCIATION FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2019

WHEREAS, the City of West Covina has met and conferred with representatives for the West Covina General Employees' Association; and,

WHEREAS, the City of West Covina and the West Covina General Employees' Association have agreed upon certain changes to the benefits and terms and conditions of employment in the agreed upon Memorandum of Understanding for the period of July 1, 2017 through June 30, 2019.

NOW, THEREFORE, the City Council of the City of West Covina does resolve as follows:

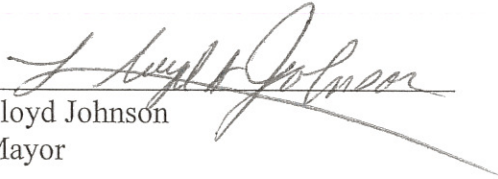
SECTION 1. That the two (2) year agreement from July 1, 2017 through June 30, 2019 between the City of West Covina and the West Covina General Employees' Association is hereby approved and ratified and all applicable changes are contained in the Memorandum of Understanding are hereby adopted. Exhibit 1 provides a detailed outline of the changes agreed to in this Memorandum of Understanding.

SECTION 2. That the position classifications within the City's Full-Time Salary Schedule represented by the General Employees' Association are hereby established as listed on Exhibit 2.

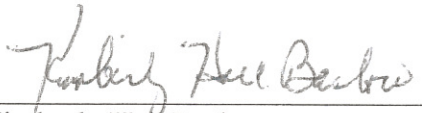
SECTION 3. That this resolution shall be effective immediately upon passage and adoption.

SECTION 4. The City Clerk shall certify to the adoption of this Resolution.

PASSED, APPROVED AND ADOPTED on this 19th day of June, 2018.


Lloyd Johnson
Mayor

APPROVED AS TO FORM:



Kimberly Hall Barlow
City Attorney

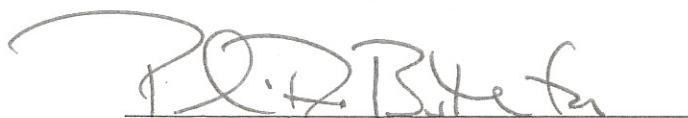
ATTEST:



Nickolas S. Lewis
City Clerk

I, HEREBY CERTIFY that the foregoing resolution was duly adopted by the City Council of the City of West Covina, California, at a regular meeting thereof on the 19th day of June 2018, by the following vote of the City Council:

AYES: Spence, Toma, Warshaw, Johnson
NOES: Wu
ABSENT: None
ABSTAIN: None

A handwritten signature in black ink, appearing to read "N. S. Lewis", written over a horizontal line.

Nickolas S. Lewis
City Clerk



GENERAL EMPLOYEES' ASSOCIATION
Successor Memorandum of Understanding
July 1, 2017 through June 30, 2019

The City and General Employees' Association have agreed to a two (2) year successor Memorandum of Understanding covering the period of July 1, 2017 through June 30, 2019. The terms and conditions of this agreement are as follows:

Effective July 1, 2017

1. No layoff guarantee for the July 1, 2017 – June 30, 2018 period.
2. Allow one-time cash-out of 10 hours vacation leave (in addition to annual cash-out provision).
3. Add Veteran's Day to the schedule of paid holidays (10 hours of comp time for FY 17-18).
4. Add Medical Cash-Out Provision: medical cash-out amount shall be excluded from OT calculation (effective upon adoption and implementation of MOU).
5. Add Uniform Allowance of \$600 annually for Code Enforcement Officer.

Effective July 1, 2018:

1. 2% increase to base salary.
2. CalPERS employee contribution shall be increased for Tier 2 employees (i.e., Classic New Members) to the statutory limit as of January 1, 2018. (increase from 7% to 7.72%)
3. Medical Cap: The City's contribution to medical premiums for all new unit employees hired on or after July 1, 2018 shall be capped in accordance with the following schedule:
 - Family..... \$1,250/month
 - 2-Party..... \$950/month
 - Single..... \$550/month
4. Amend Acting Pay Assignment Provision: eliminate 30-day requirement for 5% acting pay and make the acting pay immediately effective upon the City Manager's approval.
5. Amend Sick Leave Pay-Off Upon Retirement Provision: eliminate the provision for sick leave cash-out upon retirement from the City for all new employees hired on or after July 1, 2018.
6. Amend Floating Holiday Leave Provision: Floating Holiday Leave shall be increased from 36 hours to 40 hours per calendar year (increase is effective 1/1/2019).
7. Add Deferred Compensation Provision: add a deferred compensation matching benefit up to \$50 per month for all unit employees. This benefit shall be conditioned on a matching principle in which the City will contribute up to \$50 per month to each employee's deferred compensation account on an employee-employer dollar-for-dollar matching basis.

GENERAL EMPLOYEES' ASSOCIATION
Represented Position Classification Salary Schedule
Effective July 1, 2018

The City and General Employees' Association have agreed to a two (2) year successor MOU covering the period of July 1, 2017 through June 30, 2019. Members of the Association shall receive a 2% salary increase the first pay period of July 2018. The following is the salary schedule for the position classifications represented by the General Employees' Association, which shall be effective July 1, 2018:

POSITION TITLE	GRADE	MONTHLY PAY RANGE				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Account Clerk	GN060	\$3,023	\$3,175	\$3,333	\$3,500	\$3,675
Administrative Assistant I	GN090	\$3,222	\$3,383	\$3,552	\$3,730	\$3,917
Administrative Technician	GN045	\$3,023	\$3,175	\$3,333	\$3,500	\$3,675
Building Inspector	GN250	\$4,452	\$4,674	\$4,908	\$5,154	\$5,411
Building/Engineering Permit Technician	GN165	\$3,535	\$3,712	\$3,898	\$4,093	\$4,297
Business License Inspector	GN170	\$3,519	\$3,695	\$3,879	\$4,073	\$4,277
Civil Engineering Assistant	GN290	\$4,909	\$5,154	\$5,412	\$5,682	\$5,966
Communications Technician	GN335	\$5,061	\$5,314	\$5,579	\$5,858	\$6,151
Community Enhancement Coordinator	GN211	\$5,008	\$5,259	\$5,522	\$5,798	\$6,088
Community Enhancement Officer	GN210	\$4,037	\$4,239	\$4,451	\$4,673	\$4,907
Community Planner	GN325	\$5,197	\$5,457	\$5,729	\$6,016	\$6,317
Community Services Coordinator	GN315	\$4,198	\$4,408	\$4,628	\$4,860	\$5,103
Community Television Production Asst.	GN185	\$3,277	\$3,441	\$3,613	\$3,794	\$3,984
Computer Services Technician	GN200	\$4,085	\$4,289	\$4,503	\$4,728	\$4,965
Construction Coordinator	GN310	\$5,325	\$5,591	\$5,871	\$6,164	\$6,472
Contract Coordinator	GN320	\$4,279	\$4,493	\$4,718	\$4,954	\$5,201
Court Liaison Officer	CRTLIA	\$3,442	\$3,614	\$3,794	\$3,984	\$4,183
Economic Development Specialist	GN035	\$4,102	\$4,307	\$4,523	\$4,749	\$4,986
Engineering Technician	GN260	\$4,369	\$4,587	\$4,816	\$5,057	\$5,310
Fire Protection Specialist	GN365	\$4,452	\$4,674	\$4,908	\$5,154	\$5,411
Fleet Services Coordinator	GN330	\$4,881	\$5,125	\$5,381	\$5,650	\$5,933
Head Cook	GN350	\$3,595	\$3,774	\$3,963	\$4,161	\$4,369
Housing Program Coordinator	GN245	\$5,097	\$5,352	\$5,619	\$5,900	\$6,195
Office Assistant I	GN010	\$2,360	\$2,478	\$2,601	\$2,732	\$2,868
Office Assistant II	GN030	\$2,704	\$2,839	\$2,981	\$3,130	\$3,287
Operations Technician	GN190	\$3,735	\$3,922	\$4,118	\$4,324	\$4,540
Parking Enforcement Officer	GN080	\$3,014	\$3,165	\$3,323	\$3,489	\$3,664
Photo Technician	GN180	\$3,614	\$3,795	\$3,985	\$4,184	\$4,393
Planning Aide	GN175	\$3,332	\$3,499	\$3,674	\$3,858	\$4,051
Planning Assistant	GN270	\$4,485	\$4,709	\$4,945	\$5,192	\$5,452
Planning Associate	GN280	\$4,807	\$5,047	\$5,299	\$5,564	\$5,843
Police Officer Recruit	GN230	\$4,066	\$4,269	\$4,483	\$4,707	\$4,942
Redevelopment Project Coordinator	GN305	\$5,825	\$6,116	\$6,422	\$6,743	\$7,081
Reprographics Coordinator	GN105	\$3,339	\$3,506	\$3,681	\$3,865	\$4,058
Reprographics Technician	GN100	\$3,062	\$3,215	\$3,376	\$3,545	\$3,722
Senior Account Clerk	GN120	\$3,271	\$3,435	\$3,606	\$3,787	\$3,976
Senior Citizens Program Coordinator	GN360	\$4,085	\$4,289	\$4,503	\$4,728	\$4,965
Senior Communications Technician	GN240	\$5,777	\$6,066	\$6,370	\$6,688	\$7,022
Storekeeper	GN150	\$3,370	\$3,538	\$3,715	\$3,901	\$4,096
Street Section Coordinator	GN312	\$4,677	\$4,910	\$5,156	\$5,414	\$5,684
Victim Advocate	GN140	\$3,396	\$3,566	\$3,744	\$3,931	\$4,128