

**RESOLUTION NO. 2018-90**

**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 MAINTENANCE AND CRAFTS 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 Maintenance and Crafts Employees' Association; and,

**WHEREAS**, the City of West Covina and the West Covina Maintenance and Crafts 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:

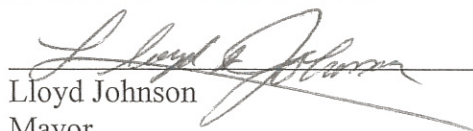
**SECTION 1.** That the two (2) year agreement from July 1, 2017 through June 30, 2019 between the City of West Covina and the West Covina Maintenance and Crafts Employees' Association is hereby approved and ratified and all applicable changes are contained in the Memorandum of Understanding are hereby 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 Maintenance and Crafts 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 19<sup>th</sup> 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 19<sup>th</sup> 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



**MAINTENANCE & CRAFTS EMPLOYEES’ ASSOCIATION**

***Successor Memorandum of Understanding***

*July 1, 2017 through June 30, 2019*

*The City and Maintenance and Crafts 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 Class “A” Driver’s License requirement for promotion and retention in the following job classifications within the Street and Sewer Maintenance Divisions:
  - o Senior Maintenance Worker
  - o Equipment Operator
  - o Lead Maintenance Worker
6. Add Class “A” Driver’s License Stipend of \$100 per month for those job classifications (positions) required to maintain a Class “A” license within the Street and Sewer Maintenance Division’s.

**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. 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.
7. Add Optional Class “A” Driver’s License Stipend of \$25 per month for any regular unit employee not required to have a Class “A” License but opts to maintain the license for performance.

## MAINTENANCE & CRAFTS EMPLOYEES' ASSOCIATION

### *Represented Position Classification Salary Schedule*

*Effective July 1, 2018*

*The City and Maintenance and Crafts 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 Maintenance and Crafts 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
Building Maintenance Leadworker	MT200	\$4,112	\$4,317	\$4,533	\$4,760	\$4,998
Electrician I	MT210	\$3,384	\$3,554	\$3,731	\$3,918	\$4,114
Electrician II	MT090	\$4,210	\$4,421	\$4,642	\$4,874	\$5,118
Electrician Leadworker	MT120	\$4,664	\$4,897	\$5,142	\$5,399	\$5,669
Equipment Mechanic I	MT030	\$3,295	\$3,460	\$3,633	\$3,814	\$4,005
Equipment Mechanic II	MT080	\$3,892	\$4,087	\$4,291	\$4,506	\$4,731
Equipment Mechanic Leadworker	MT130	\$4,406	\$4,626	\$4,858	\$5,101	\$5,356
Equipment Operator	MT060	\$3,787	\$3,976	\$4,175	\$4,384	\$4,603
Maintenance Leadworker	MT100	\$3,991	\$4,191	\$4,400	\$4,620	\$4,851
Maintenance Worker I	MT010	\$3,041	\$3,193	\$3,353	\$3,520	\$3,696
Maintenance Worker II	MT020	\$3,192	\$3,352	\$3,519	\$3,695	\$3,880
Maintenance Worker III	MT040	\$3,350	\$3,518	\$3,693	\$3,878	\$4,072
Senior Maintenance Worker	MT050	\$3,413	\$3,583	\$3,762	\$3,950	\$4,148
Sign Painter	MT070	\$3,566	\$3,745	\$3,932	\$4,129	\$4,335
Welder Mechanic	MT215	\$3,892	\$4,087	\$4,291	\$4,506	\$4,731