

**RESOLUTION NO. 2018-91**

**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 MID-MANAGEMENT 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 Mid-Management Employees' Association; and,

**WHEREAS**, the City of West Covina and the West Covina Mid-Management 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:

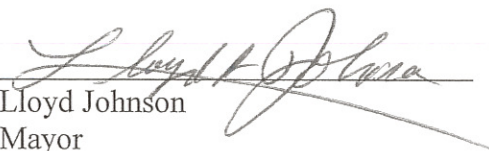
**SECTION 1.** That the two (2) year agreement from July 1, 2017 through June 30, 2019 between the City of West Covina and the West Covina Mid-Management Employees' Association is hereby approved and ratified and all applicable changes are contained in the Memorandum of Understanding are hereby adopted. 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 Mid-Management Employees' Association are hereby established as listed on Exhibit 2.

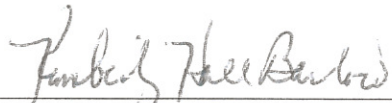
**SECTION 3.** That this resolution shall be effective immediately upon passage and adoption.

**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



MID-MANAGEMENT EMPLOYEES' ASSOCIATION

*Successor Memorandum of Understanding*

*July 1, 2017 through June 30, 2019*

*The City and Mid-Management 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).

**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.

**MID-MANAGEMENT EMPLOYEES' ASSOCIATION**  
**Represented Position Classification Salary Schedule**  
*Effective July 1, 2018*

*The City and Mid-Management 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 Mid-Management Employees' Association, which shall be effective July 1, 2018:*

POSITION TITLE	GRADE	MONTHLY PAY RANGE	
		ENTRY	TOP STEP
Accounting Manager	MM025	\$6,190	\$8,358
Administrative Services Manager	MM045	\$7,036	\$9,499
Assistant CDC Director	MM181	\$7,763	\$10,482
Assistant City Engineer	MM520	\$8,321	\$10,469
Assistant Finance Director	MM455	\$7,036	\$9,499
Assistant to the City Manager	MM132	\$6,458	\$8,719
Building Official	MM500	\$6,598	\$8,910
Civil Engineering Associate	MM110	\$5,201	\$7,022
Code Enforcement Supervisor	MM465	\$4,961	\$6,697
Communications Manager	MM461	\$5,767	\$7,690
Communications Supervisor	MM460	\$4,798	\$6,480
Community Services Manager	MM300	\$5,766	\$7,784
Computer Systems Administrator	MM490	\$6,244	\$8,429
Controller	MM455	\$7,036	\$9,499
Deputy Building Official	MM514	\$6,911	\$9,795
Deputy Fire Marshal	MM133	\$5,510	\$6,697
Economic Development / HSG	MM040	\$6,985	\$9,431
Economic Development Project Coordinator	MM134	\$5,251	\$7,089
Equipment Maintenance Supervisor	MM120	\$5,046	\$6,810
Fire Marshal	MM135	\$6,459	\$8,719
Human Resources Analyst I	MM304	\$4,589	\$6,198
Human Resources Analyst II	MM305	\$5,018	\$6,774
Human Resources Manager	MM306	\$6,986	\$9,462
Information Technology Analyst I	MM492	\$5,244	\$7,023
Information Technology Analyst II	MM493	\$7,023	\$7,724
Information Technology Manager	MM491	\$7,680	\$9,705
Management Analyst I	MM320	\$4,217	\$5,691
Management Analyst II	MM130	\$5,251	\$7,089
Park Maintenance Supervisor	MM530	\$4,990	\$6,737
Plan Check Engineer	MM055	\$6,911	\$9,329
Police Administrative Services Manager	MM131	\$6,197	\$8,365

Exhibit 2

POSITION TITLE	GRADE	MONTHLY PAY RANGE	
		ENTRY	TOP STEP
Police Records Supervisor	MM060	\$4,953	\$6,685
Principal Engineer	MM515	\$6,911	\$9,329
Principal Planner	MM265	\$6,229	\$8,410
Public Works Project Supervisor	MM580	\$6,911	\$9,329
Public Works Superintendent	MM185	\$6,588	\$8,893
Purchasing Manager	MM225	\$5,518	\$7,450
RDA Project Manager	MM015	\$5,870	\$7,922
Recreation Services Manager	MM035	\$6,452	\$8,710
Recreation Services Supervisor	MM030	\$4,664	\$6,297
Recreation Superintendent	MM301	\$5,653	\$7,632
Redevelopment Manager	MM180	\$7,112	\$9,601
Revenue Manager	MM540	\$6,986	\$9,462
Safety & Claims Manager	MM191	\$5,288	\$7,139
Senior Citizen's Services Supervisor	MM390	\$4,664	\$6,297
Senior Planner	MM020	\$5,428	\$7,328
Senior RDA Project Manager	MM170	\$6,218	\$8,394
Senior Software Developer	MM315	\$6,244	\$8,430
Software Development Manager	MM310	\$7,181	\$9,694
Street Maintenance Supervisor	MM345	\$5,084	\$6,864
Superintendent of Maintenance Ops	MM188	\$6,332	\$8,548
Telecommunications Coordinator	MM462	\$4,798	\$6,480