AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF WEST COVINA
AND
THE WEST COVINA MID-MANAGEMENT EMPLOYEES' ASSOCIATION
JULY 1, 2016 THROUGH JUNE 30, 2017

The parties agree to a one-year contract extension, for the period of July 1, 2016 through June 30, 2017. 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

Mid-Management Employees’ Association members shall receive a one-time lump sum payment in an amount equal to two percent (2%) of their bases wages.

To be eligible for this payment members of the Mid-Management Employees’ Association must be employed by the City of West Covina on February 21, 2017.

ARTICLE FOUR – FRINGE BENEFITS

II. CAFETERIA PLAN

B. Dental Insurance

In addition to the amount for medical insurance, the cafeteria plan shall include up to $62.23 monthly for dental insurance for the member and eligible dependents. If the dental insurance plan selected by the member is less than $62.23, the cafeteria amount shall be the cost of the dental insurance plan selected. If the dental insurance plan selected by the member is equal to or more than $62.23 per month, the cafeteria amount shall be $62.23.

X. UNIFORM ALLOWANCE

Senior Code Enforcement Officers, Communication Supervisors, Deputy Fire Marshals and the Communication Manager shall receive a Uniform Allowance of six hundred dollars ($600) per year. Such allowance shall be paid in the month of January of each year.

ARTICLE FIVE – LEAVE POLICIES

I. HOLIDAYS

A. 5.

Any employee required to work between December 25th and January 1st on their normal work day(s) will receive compensatory time off or holiday pay based on actual hours worked up to a maximum of forty (40) hours. Communications Supervisors may earn up to sixty (60) hours of compensatory time off or holiday pay based on actual hours worked.
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.

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