AMENDMENTS TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF WEST COVINA
AND
WEST COVINA POLICE OFFICERS’ ASSOCIATION
JULY 1, 2015 THROUGH DECEMBER 31, 2016

The parties agree to an eighteen month (18) contract extension, for the period of July 1, 2015 through December 31, 2016. In addition, the parties agree that the following sections shall be amended.

To be eligible for retroactive payment of the following compensation and benefits, members of the West Covina Police Officers’ Association must be employed by the City of West Covina on January 17, 2017, and must also have been employed by the City of West Covina as member of the West Covina Police Officers’ Association during the period of July 1, 2015 through December 31, 2016.

SECTION 3. SALARY

Salary Increases

July 1, 2015 - Effective the first pay day of the pay period beginning on or after July 1, 2015, all classifications in the unit shall receive a two percent (2%) salary increase above their assigned salary range that was in effect on June 30, 2015.

July 1, 2016 - Effective the first pay day of the pay period beginning on or after July 1, 2016, all classifications in the unit shall receive a one percent (1%) salary increase above their assigned salary range that was in effect on June 30, 2016.

SECTION 8. CAFETERIA PLAN

1) Health Insurance - Effective January 1, 2018

An employee who selects an Employee only medical plan will receive a City contribution in an amount when added to the PEMCHA statutory minimum amount equals the monthly Los Angeles Region Kaiser Employee Only medical premium.

An employee who selects an Employee plus One medical plan will receive a City contribution in an amount when added to the PEMCHA statutory minimum amount equals the monthly Los Angeles Region Kaiser Employee 2-party medical premium.

An employee who selects an Employee plus Two or More plan will receive a City contribution in an amount when added to the PEMCHA statutory minimum amount equals the monthly Los Angeles Region Kaiser Family medical premium.
SECTION 11. RETIREE HEALTH AND DENTAL INSURANCE

A. Health Insurance

3) Tier 3 Employees: Employees hired on or after January 28, 2017 are not eligible for the retiree longevity stipend. Tier 3 employees shall receive a $200 per month City contribution to a Retiree Health Savings plan. Tier 3 employees shall also make a mandatory $50 per month contributions to the Retiree Health Savings plan.

SECTION 20. EDUCATION INCENTIVE

January 28, 2017 – Effective the first pay day of the pay period beginning on or after January 28, 2017, all employees who possess an Intermediate POST Certification will receive one percent (1%) additional compensation.

PARTIES TO THE AGREEMENT

West Covina Police Officers’ Association

E. Melnyk
President

Scott Mohler
Vice President

City of West Covina

Chris Freeland
City Manager

Tom Bokosky
Director of Human Resources

Mike McGill
Association Attorney
SIDE LETTER AGREEMENT TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF WEST COVINA
AND
WEST COVINA POLICE OFFICERS’ ASSOCIATION
JULY 1, 2015 THROUGH DECEMBER 31, 2016

The City of West Covina and the West Covina Police Officers’ Association have met and conferred and reached an agreement for the period of July 1, 2015 through December 31, 2016 on the West Covina Police Officers’ Association Memorandum of Understanding (MOU). The agreement includes changing the amount the City shall contribute towards the members’ medical premiums. The agreed upon amount is equal to the Kaiser premiums and the tier (single, two-party or family) selected by the employee. However, the amendment incorrectly limited the contribution to the LA Kaiser rates.

This Side Letter Agreement is intended to memorialize that Section 8 – CAFETERIA PLAN is as follows:

1) Health Insurance - Effective January 1, 2018

An employee who selects an Employee only medical plan will receive a City contribution in an amount when added to the PEMCHA statutory minimum amount equals the monthly Kaiser Employee Only medical premium.

An employee who selects an Employee plus One medical plan will receive a City contribution in an amount when added to the PEMCHA statutory minimum amount equals the monthly Kaiser Employee 2-party medical premium.

An employee who selects an Employee plus Two or More plan will receive a City contribution in an amount when added to the PEMCHA statutory minimum amount equals the monthly Kaiser Family medical premium.

PARTIES TO THE AGREEMENT

West Covina Police Officers’ Association

City of West Covina

Eric Melnyk
President

Chris Freeland
City Manager

Scott Mohler
Vice President

Tom Bokosky
Human Resources Director