

AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF WEST COVINA
AND
THE WEST COVINA NON-SWORN SAFETY SUPPORT EMPLOYEES' ASSOCIATION
REPRESENTED BY TEAMSTERS LOCAL 1932

JULY 1, 2015 THROUGH JUNE 30, 2016

The parties agree to a one-year contract extension, for the period of July 1, 2015 through June 30, 2016. In addition, the parties agree that the West Covina Non-Sworn Safety Support Employees' Association Memorandum of Understanding shall be amended as follows.

ARTICLE TWO – SALARIES AND COMPENSATION

I. SALARY SCHEDULE

- A. Effective July 1, 2015, the base salary for the Non-Sworn Safety Support Employees' Association members shall increase two percent (2%).

To be eligible for a retroactive salary adjustment members of the Non-Sworn Safety Support Employees' Association must be currently employed by the City of West Covina.

ARTICLE FOUR – FRINGE BENEFITS

X. LIFE INSURANCE

- A. Term Policy

The City shall provide all unit members a term life insurance policy in the amount of \$50,000.

ARTICLE FIVE – LEAVE POLICIES

I. HOLIDAYS

For Fiscal Year 2015-2016, City Hall and the majority of all City Departments with the exception of Police and Fire will be closed from December 24th through January 1st (i.e., Holiday Closure). Any unit employee required to work during the Holiday Closure period will be credited with compensatory time equal to the paid time-off granted to other non-unit City employees for the Holiday Closure.

The City granted 50 hours (5 days) of paid time-off to eligible non-unit employees for the FY 15-16 Holiday Closure. Pursuant to this amendment, unit employees are due 50 hours of compensatory time commensurate with the following days:

Thursday	12/24/15
Monday	12/28/15
Tuesday	12/29/15
Wednesday	12/30/15
Thursday	12/31/15

All other terms and conditions of the Memorandum of Understanding between the City of West Covina and the Non-Sworn Safety Support Employees' Association shall remain in full force and effect.

PARTIES TO THE AGREEMENT

West Covina Non-Sworn Safety Support
Employees' Association

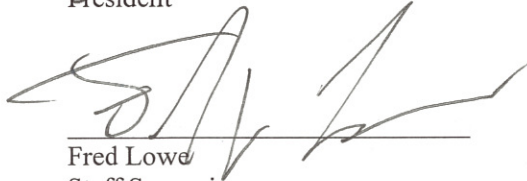
City of West Covina



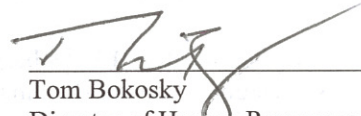
Jan Poirier
President



Chris Freeland
City Manager



Fred Lowe
Staff Supervisor
Teamsters Local 1932



Tom Bokosky
Director of Human Resources