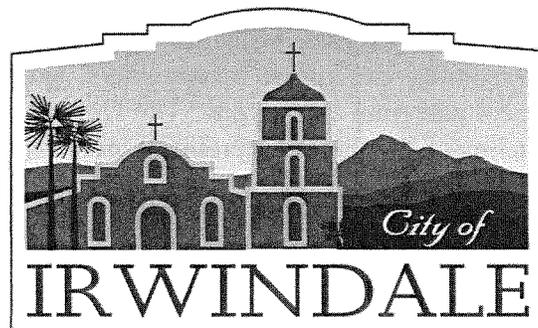


September 3, 2013



**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN
THE CITY OF IRWINDALE AND
THE IRWINDALE CITY EMPLOYEES ASSOCIATION**

JULY 1, 2013 – JUNE 30, 2016

ARTICLE 01
RECOGNITION OF THE ORGANIZATION

SECTION 01.01 UNIT & UNION RECOGNITION. For the purposes of meeting its obligations under the Meyers-Milias-Brown Act (Government Code Sections 3500 *et seq.*), City rules, regulations, and/or laws affecting wages, hours, and other terms and conditions of employment, the City of Irwindale (hereinafter referred to as the "City") hereby affirms its recognition of the Irwindale City Employees Association (hereinafter referred to, along with any successor organizations, as the "Recognized Employee Organization"), an unincorporated association, as the exclusive recognized employee organization for the General Employees Unit, consisting of all regular full-time employees, who are not at-will or covered by individual contract, except for sworn personnel, executive, management, professional, supervisory, and dispatch positions, and permanent part time employees. The Unit members are designated by the classifications set forth in Attachment "A" hereto (hereinafter referred to as the "Unit").

SECTION 01.02 FILING OF PETITIONS. This Memorandum of Understanding (hereinafter referred to as the "MOU") shall bar the filing of a Petition of Certification or Petition for Decertification of a recognized employee organization for the above identified employee representation unit during the term of this MOU; except that a Petition for Certification or a Petition for Decertification may be filed with the City Clerk of the City during a period beginning not earlier than one hundred and fifty (150) calendar days and ending not less than ninety (90) calendar days before expiration of said MOU.

ARTICLE 02
TERM OF MOU

SECTION 02.01 TERM ESTABLISHED. The term of this MOU shall be effective from and after July 1, 2013 and shall expire at midnight on June 30, 2016.

ARTICLE 03
SCOPE OF BARGAINING

SECTION 03.01 AGREED SUBJECTS OUTSIDE SCOPE OF BARGAINING. The parties hereto agree that the City shall have the right to unilaterally make decisions on all subjects that are outside the scope of bargaining, except those subjects which have not been expressly abridged by specific provisions of this MOU or by law. Those subjects agreed by the parties to be outside the scope of bargaining shall include, but are not be limited to, the following:

- a. Determine issues of policy and make management decisions;
- b. Take any and all necessary action to carry out the mission of the City in emergencies;
- c. Determine the mission of the City's constituent departments, divisions, boards, commissions and committees;

- d. Determine the existence or nonexistence of facts which are the basis of any management decision;
- e. Determine the necessity, organization or level of any service or activity conducted by the City and to expand or diminish such services or activities;
- f. Determine the nature, manner, means and technology and extent of services to be provided to the public;
- g. Determine and/or establish types of equipment or technology to be used;
- h. Determine and/or change the facilities, methods, technology, means, and size of the work force by which City operations are to be conducted;
- i. Determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all City functions;
- j. Determine policies, procedures and standards pertaining to City operations and activities;
- k. Determine and/or establish methods of financing;
- l. Hire, transfer, promote and demote Unit members for non-disciplinary reasons, in accordance with this MOU and the City's Personnel Rules and Regulations;
- m. Determine the need and use of personnel information for Unit members and the means by which the information is to be provided, with Unit members retaining their rights to privacy as provided by law.
- n. Determine and/or modify Unit member job qualifications and/or classifications;
- o. Determine and/or change work assignments for Unit members in accordance with requirements as determined by the City;
- p. Determine Unit member performance standards, including but not limited to quality and quantity standards, and to require compliance therewith;
- q. Relieve Unit members from duties for lack of work or similar non-disciplinary reasons;
- r. Discharge, suspend, demote or otherwise discipline Unit members for proper cause, subject to Unit member's appropriate rights of appeal; and
- s. Determine and promulgate and/or modify rules and regulations to maintain order and safety in the City which are not in contravention with this MOU.

ARTICLE 04
EMPLOYEE ORGANIZATION RIGHTS

SECTION 04.01 **DUES DEDUCTION.** The City shall provide for payroll deductions on each payroll period (twenty-six times per calendar year) of the Recognized Employee Organization's dues and assessments and other authorized payments, in the amount certified to be current by the Treasurer of Recognized Employee Organization and as authorized in writing by a represented Unit member. The City shall remit the total amount of deductions to the Recognized Employee Organization on a monthly basis in conjunction with the final pay period for each month.

SECTION 04.02 **INDEMNIFICATION OF CITY.** Recognized Employee Organization agrees to hold the City harmless and to indemnify the City against any claims, causes of actions, or lawsuits arising out of the deduction or transmittal of such funds to the Recognized Employee Organization caused by the Recognized Employee Organization's negligence. The Recognized Employee Organization shall notify the City within ten (10) working days of any discrepancy(ies) concerning dues or other payroll deductions pursuant to this Article. If the Recognized Employee Organization does not notify the City of any discrepancy within ten (10) days, then the City shall be relieved of any responsibility.

SECTION 04.03 **REPRESENTATIVES' RIGHTS.** The Recognized Employee Organization may select a total of four (4) representatives for the Unit. The Recognized Employee Organization shall give to the City a written list of Unit members who have been selected as representatives. The Recognized Employee Organization shall keep this list current.

Representatives may spend a reasonable amount of time to promptly and expeditiously investigate and process grievances without loss of pay or benefits of any kind. To investigate and process means to discuss the matter with the grievant, record information, advise or recommend action, assist in the completion of documents necessary for the formal grievance processing, investigate allegations which may form the basis for the grievance, and, if so requested, appear with the grievant at the first formal level of grievance resolution. Representatives shall be free from reprisal and shall not in any way be coerced, intimidated or discriminated against as a result of their activities and roles as representatives.

Representatives shall notify and obtain permission from their department head before leaving their work to transact any employee organization business. Permission will be granted promptly unless such absence would cause an undue interruption of work. Upon entering another represented Unit member's work place on employee organization business, the representative shall obtain permission from the Unit member's department head. If such permission cannot be granted promptly, the representative will be immediately informed when the time will be available.

The Recognized Employee Organization agrees that a representative shall not log compensatory time or overtime pay for the time spent performing any function of a representative. Both permission and denial of a request to leave a work location by a representative shall be recorded with a signature by the immediate supervisor. Notations as to the reasons for a possible denial of the request and the time when time may be expected to be made available should be recorded.

The role of the representative is to provide timely grievance representation at the first steps of the grievance procedure in an effort to resolve grievances at the lowest possible level and to increase communications between the City and the Recognized Employee Organization.

SECTION 04.04 **ALLOWED TIME FOR REPRESENTATIVES.** The City agrees to allow representatives an average of two (2) hours per month to transact and discuss employee organization business during their regular working hours, unless prior approval of an amount greater than two (2) hours has been given by the City Manager, subject to absences from the assigned work being approved by the Unit member's department head with permission being granted promptly unless such absence would cause an undue interruption of work.

ARTICLE 05
NO STRIKE - NO LOCKOUT PLEDGE

SECTION 05.01 **EMPLOYEE ORGANIZATION PROHIBITED CONDUCT.** The Recognized Employee Organization, its officers, agents, representatives and/or members agree that during the term of this MOU they will not cause nor condone any strike, walkout, slowdown, sick-out, or any other concerted job action by withholding or refusing to perform services. A violation of this Section by any Unit member shall constitute a just cause for discipline pursuant to Article 5.03 herein. Taking joint action or joining other employee organizations to engage in such activity is included in this prohibition.

SECTION 05.02 **CITY PROHIBITED CONDUCT.** The City agrees that it shall not lockout its employees during the term of this MOU. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall, or failure to return to work of the employees of the City in the exercise of its rights as set forth in any provisions of this MOU or applicable ordinance or law.

SECTION 05.03 **EMPLOYEE ORGANIZATION RESPONSIBILITY.** In the event that the Recognized Employee Organization, its officers, agents, representatives, and/or members engage in any of the conduct prohibited in Section 05.01 herein, the Recognized Employee Organization shall immediately instruct any persons engaging in such conduct that their conduct is in violation of this MOU, and require that all such persons immediately cease engaging in conduct prohibited in Section 05.01 herein, and return to work.

If Recognized Employee Organization acts in good faith to meet its responsibilities as set forth above, then Recognized Employee Organization, its officers, agents, representatives and its members shall not be liable for any damages for prohibited conduct engaged in by any Unit members who are covered by this MOU.

SECTION 05.04 **CITY RIGHTS.** Notwithstanding Section 05.03 herein, the City shall have the right to bring suit for damages and/or equitable relief in the Courts for breach of this Article against the Recognized Employee Organization, its officers, agents, representatives or members. Further, if the Recognized Employee Organization fails to diligently perform all responsibilities contained in Section 05.03 herein, the City may suspend any and all of the rights and privileges accorded the Recognized Employee Organization under City Resolution and this

MOU, including, but not limited to, the suspension of recognition of such employee organization and the use by the Recognized Employee Organization of City bulletin boards and facilities.

ARTICLE 06
BASIC COMPENSATION PLAN & OTHER BENEFITS

SECTION 06.01 **BASIC COMPENSATION PLAN.** The City has established a basic compensation plan through Council Resolution for all represented Unit members listed in Attachment "A" hereto.

SECTION 06.02 **LEVEL OF COMPENSATION.** The level of compensation shall be determined on a merit basis and Unit members shall initially be placed at the time of appointment by the City Manager at a level of compensation not to exceed that which is established in the compensation resolution. No merit increases granted may exceed the maximum of the duly established range. No merit increases or any other salary adjustments shall be granted without a current performance evaluation.

SECTION 06.03 **SALARY AND WAGE SCHEDULES.**

- A. Effective the first payroll period starting on or after both Council adoption of the 2013-2016 MOU and implementation by CalPERS of any necessary City Council resolution(s) allowing for modifications by the City to the amount of employer paid normal member CalPERS contributions as set forth in Section 13.07 and implementation of said contributions, there shall be a 2% base salary increase for all unit miscellaneous members. Salary schedule as set forth in Attachment A-1.

- B. Effective the first payroll period commencing on or after July 1, 2014, there shall be a 1% base salary increase for all unit miscellaneous members. Salary schedule as set forth in Attachment A-2.

SECTION 06.04 **EDUCATION INCENTIVE PAY.** Unit members shall be provided an education incentive as follows:

- A. Unit members with Degrees or Junior status at college or university. Unit members who have at minimum an Associate in Arts Degree ("AA Degree") or Junior year status at a four year college or higher will receive an additional one thousand two hundred dollars (\$1,200) per year maximum as an education incentive bonus to their base compensation. This incentive will be paid out over twenty-six (26) bi-weekly pay periods in a calendar year.

- B. Unit members without a degree or less than Junior status at college or university. Unit members who do not meet the degree or educational requirement in paragraph A above, shall be provided an education incentive at a rate of five dollars (\$5.00) per month for each three (3) units completed, up to a maximum of one-hundred dollars (\$100.00) per month for courses taken while employed with the City.

SECTION 06.05 **ANNUAL SERVICE AWARD PAY.** Unit members covered by this MOU shall be entitled on each qualifying Unit member's fifth (5th) consecutive employment year to "Annual Service Award" pay of twenty dollars (\$20.00) for each year worked, which shall be paid in December of the qualifying year at the Employee Annual Service Award Luncheon. If there is no Award Luncheon planned for the year, the annual service award will be paid the first pay day in December of the qualifying year.

SECTION 06.06 **BILINGUAL BONUS PAY.** Unit members shall be paid bilingual pay at a rate of two and one-half percent (2 ½%) of the Unit members' basic rate of pay upon passing a verbal bilingual exam. The Unit member may take a bilingual exam when hired or twice a year when the City offers bilingual exams. Bilingual bonus pay will be paid per pay period to those Unit members who prove proficient in Spanish and/or American Sign Language, and are required to use such languages during the course of City business. The City shall determine qualification requirements and the appropriate exam.

SECTION 06.07 **SPECIAL ASSIGNMENT PAY.** Special assignment pay shall be given to a Unit member acting in the capacity of Purchasing Officer for the City in the amount of ten percent (10%) above base salary. This is a temporary assignment in addition to the Unit member's regular job duties and is limited to twelve (12) months with the possibility of an extension upon discretion of the City Manager. The assignment shall terminate concurrent with City Council adoption of the 2013-2016 MOU. Within fourteen (14) calendar days of termination of the above temporary special assignment pay, the parties shall meet to address the continuing scope of the incumbent employee's duties as regards performing Purchasing Officer functions. However, the incumbent's job description does and shall continue to allow for periodic PURCHASING OFFICER duties to be performed by the incumbent.

SECTION 06.08 **LEAD WORKER PAY.** When a Unit member is designated in a "Lead" role within a classification, that Unit member shall be paid at a Step in the Unit member's salary range which is at least five percent (5%) higher than the highest actual salary being earned by any member of the crew over which the Unit member is charged with being the Lead.

SECTION 06.09 **HIGHER CLASSIFICATION PAY.** Effective the first payroll period starting on or after Council adoption of the 2013-2016 MOU, any Unit member requested to work in a higher classification job for more than one consecutive week shall be paid, upon the second consecutive week working in the higher classification job, a 5% base salary increase or step one of the higher classification range, whichever is greater. The higher classification pay shall be applied to the entire compensable period the employee worked at the higher classification job and shall be paid retroactive back to the first day of such higher classification work. An employee will be considered to have engaged in performing services in a higher classification job where it is determined that 50% or more of the employee's daily work has been undertaken in the performance of duties that are within the job classification of the higher position and which are not in the job classification of the employee's current classification.

SECTION 06.10 **SICK LEAVE ACCRUAL.** Unit members shall accrue sick leave at the rate of 3.693 hours bi-weekly. A probationary Unit member shall not be eligible to utilize sick leave during the first six (6) months of initial full-time employment with the City except with the prior approval of the Unit member's department head and the City Manager.

SECTION 06.11 VACATION ACCRUAL. Unit members shall accrue vacation leave in accordance with the formula below with an accrual cap of three hundred (300) hours, over which the Unit member shall receive a cash out at one hundred percent (100%) to be included in the second paycheck in January of each year, in order to bring the Unit member's accrual down to the three hundred (300) hour accrual cap. The number of hours accrued bi-weekly is as follows:

0-4 (years of service)	3.693
4	4.616
10	4.923
11	5.231
12	5.539
13	6.154

Accrual at the next highest incremental rate shall begin with the next pay period following the Unit member's anniversary date of original employment with the City, regardless of any promotions or demotions.

A probationary Unit member shall not be eligible to utilize vacation leave during the first six (6) months of initial full-time employment with the City except with the prior approval of the Unit member's department head and the City Manager.

SECTION 06.12 HOLIDAY DATES. All Unit members shall have the following designated holidays. It should be understood that other employee groups may follow a different holiday schedule depending on days and hours worked. These provisions shall supersede any of the City's Personnel Rules governing the matters addressed in this Section.

1	New Year's Day	January 1
2	Cesar Chavez Day	March 31
3	Memorial Day	Last Monday in May
4	Independence Day	July 4
5	Labor Day	First Monday in September
6	Thanksgiving Day	Fourth Thursday in November
7	Day After Thanksgiving Day	Fourth Friday in November
8	Christmas Eve (1/2 Day)	December 24
9	Christmas	December 25
10	New Year's Eve (1/2 Day)	December 31

If any of the foregoing holidays fall on a Friday or a Saturday, the holiday will not be observed on the preceding Wednesday or Thursday. For any holiday that falls on a Sunday, it will be at the City Manager's discretion as to whether it will be observed on the following Monday.

FLOATING HOLIDAY. All Unit members shall have a total bank of one hundred thirty (130) hours per calendar year available to them for holidays. When any of the above-listed holiday falls on a regular workday (Monday-Thursday) or in the case of a Sunday holiday which is celebrated on the following Monday as determined by the City Manager, nine and one half (9.5) hours will be deducted from the holiday bank of hours for each such holiday, and the holiday will be celebrated in the normal manner. At the beginning of each calendar year, the City will

determine and distribute its holiday schedule. Based thereon, the total number of holidays will be multiplied by nine and one half (9.5) hours and the resulting sum will be deducted from the holiday bank of hours. Each Unit member will then be credited with the balance of the remaining one hundred thirty (130) holiday bank hours which may be used as floating holiday hours in a manner similar to that of vacation leave hours. All floating holiday hours must be used in the calendar year in which they were credited to the Unit member. Any and all unused floating holiday hours will be cashed out and included in the first paycheck in January of the following calendar year.

SECTION 06.13 CELL PHONE SUBSIDY. The City shall continue funding cell phones for the unit members required by the City to remain in cell phone contact during scheduled or on-call hours. The following unit members will receive twenty dollars (\$20.00) per month for cell phone usage: Code Enforcement Officer, Maintenance Lead Worker, Senior Center Coordinator, and the Public Works Inspector.

ARTICLE 07

HOURS AND WORK SCHEDULES

SECTION 07.01 NORMAL WORKWEEK. The City's Personnel Rules Section 6.05 defines the City's normal forty (40) hour workweek and provides for alternative workweek scheduling. Under the City's alternative 4/10 work schedule, Unit members actually work a thirty-eight (38) hour workweek, excepting holidays, as described more fully below. The parties agree that the City may set staggered work schedules over a seven (7) day workweek for some or all public works yard employees to minimize overtime while maintaining the existing thirty-eight (38) hour workweek for Unit members.

At the end of the calendar year, the City Manager and the City Council may authorize the closure of some City facilities for a period not to exceed three (3) weeks. During this period of time, payment of base salaries shall be suspended. However, the employee shall continue to accrue benefits such as leave time, and City-funded benefits including but not limited to funding of insurance, shall continue in effect. During said period of time, individual employees may elect to compensate themselves by means of use of earned and accrued compensatory time off, earned and accrued vacation or earned and accrued floating holiday time. The City Manager may authorize, on a case-by-case basis, an impacted employee to work during the end-of-year closure to meet critical work deadlines or demands.

SECTION 07.02 ALTERNATIVE 4/10 WORK SCHEDULE. Unit members may be on any of the following alternative 4/10 work week schedule:

- a. Four (4) consecutive work days, commencing on Monday and concluding on Thursday, or commencing on Tuesday and concluding on Friday, of each calendar week, and that each work day shall consist of nine and one half (9½) hours worked per day.
- b. On a 9/76 work schedule, commencing on Monday and concluding on Thursday of each calendar week, working eight and one half (8½) hours per day, with every other Friday off. On the Fridays that the Unit

member is working, the work day shall consist of eight (8) hours worked per day.

- c. On a 5/38 work schedule, commencing on Monday and concluding on Friday of each calendar week, and that four of the work days shall consist of seven and one half (7½) hours worked per day and one of the work days shall consist of eight (8) hours worked per day.

Unit members working the 4/10 work week schedule will be provided two fifteen (15) minute rest periods during the day and one thirty (30) minute unpaid lunch period. Scheduling of rest and lunch periods shall be at the sole discretion of the Unit member's department head, but in no case shall the Unit member be denied either a lunch or rest period. Rest period is not cumulative beyond the scheduled workday within which the rest period occurs nor may rest periods be used to extend the lunch period or shorten the work day. Lunch periods shall also not be used to shorten the work day.

SECTION 07.03 JANITORIAL / CUSTODIAL WORK SCHEDULES. The parties agree that the City may set janitorial and/or custodial work schedules as follows:

One assigned to work a shift of 4:00 am to 2:00 pm

One assigned to work a shift of 8:00 am to 6:00 pm

The parties further agree that the City may return to the pre-existing work schedule for these positions at the City's unilateral election without further meet and confer required.

SECTION 07.04 BEREAVEMENT LEAVE. The City's Personnel Rules Section 14.25 provide for bereavement leave. For Unit members eligible for such leave, the term "day" shall be defined as their work day such that if they are on an alternative work week schedule, a day may comprise of eight (8) to twelve and one-half (12.5) hours. Thus, Unit members shall be entitled to three (3) days bereavement leave comprised of such alternative work days, totaling not more than thirty-seven and one-half (37.5) hours.

SECTION 07.05 INJURY ON DUTY. While a Unit member is on "injury on duty" status, his/her work hours will be 8:00 a.m. to 5:00 p.m., Monday through Friday, so there is no issue that he/she is eligible for overtime while receiving treatment or keeping doctor's appointments.

SECTION 07.06 OVERTIME. For purposes of calculating employee entitlement to overtime pay and/or compensatory time pursuant to the federal Fair Labor Standards Act ("FLSA") for Unit members, the work week shall consist of thirty-eight (38) work hours worked per week according to the 4/10 work week schedule set forth above. Any Unit member covered by this MOU who works in excess of thirty-eight (38) hours in any work week shall be entitled to overtime pay and/or compensatory time, according to the method then in effect to compensate Unit members for overtime worked. Floating Holiday hours, sick leave hours, vacation, or compensatory time used, will not be included as time worked for purposes of calculating FLSA overtime. Legal holidays, for which City Offices are closed, will not be recognized as time worked for purposes of calculating overtime. Employees who work on designated City holidays

shall be paid at time and a half. However, if the employee calls in sick the day before or the day after a legal holiday, that employee will only receive overtime based on actual hours worked.

SECTION 07.07 **JURY DUTY.** Any Unit member summoned for jury duty shall be entitled to the Unit member's regular rate of pay for up to ten (10) work days, provided the Unit member deposits any fees for service, excluding mileage, with the City. If a unit member on an alternative work schedule is summoned for jury duty, the Department Director or designee shall convert the unit member's usual work shift to a regular five (5) day Monday through Friday shift basis.

SECTION 07.08 **WITNESS LEAVE.** The City's Personnel Rules Section 7.05 JURY DUTY AND WITNESS LEAVE is hereby modified only to the following extent to allow witness leave for Unit members covered by this MOU. Accordingly, the parties hereto agree to amend the language in the City's Personnel Rules Section 7.05 to provide for witness leave as follows:

"Any employee required to be absent from work by proper subpoena issued by a court or other legally empowered agency, shall be entitled to be absent from work at the employee's regular rate of pay, provided that any fees, except mileage, are deposited with the City."

SECTION 07.09 **CALL-IN/CALL-BACK PAY.** A Unit member called into work and who reports for said work on a day other than his/her regular scheduled work day, shall be entitled to a minimum of four (4) hours of work at the appropriate rate and shall perform such duties as assigned.

A Unit member called back to work after he/she has completed a regular shift and has left the premises of the City, shall be entitled to a minimum of three (3) hours of work at time and one-half his/her regular rate of pay.

A Unit member called to work within one hour before the Unit member's regular shift shall be covered by the overtime rules set forth above in the event the call-in time runs continuous with the Unit member's regular shift. Otherwise, the call-back pay provisions above shall apply where there is a break in time between the call-back assignment and the start of the Unit member's regularly scheduled shift. In no event shall there be an overlap of time resulting in double payment of wages for the same time period nor shall a Unit member earn overtime for regularly scheduled work unless that regularly scheduled work exceeds thirty-eight (38) hours in a work week. If the Unit member is called to work more than one hour before the Unit member's regular shift, the call-back pay provisions shall apply.

Any Unit member who reports to work on a regularly scheduled work day and on time for work and is put to work shall be guaranteed a minimum of four (4) hours of work and shall be paid for the hours worked, except that Unit members who are scheduled to work less than four (4) hours for that day, will be paid only for time worked.

ARTICLE 08
INSURANCE AND RELATED BENEFITS

SECTION 08.01 **MEDICAL BENEFITS.** Medical Benefits shall be under the CalPERS medical program. The City pays one hundred percent (100%) of the premium for any CalPERS medical plan for Unit members and their dependents.

SECTION 08.02 **DENTAL BENEFITS.** The City pays one hundred percent (100%) of the premium for one of two dental plans offered by the City for Unit members and their dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.

SECTION 08.03 **VISION BENEFITS.** The City pays one hundred percent (100%) of the premium for a vision plan for Unit members and their dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.

SECTION 08.04 **GROUP LIFE INSURANCE.** The City pays one hundred percent (100%) of the premium for a group life insurance policy for Unit members with a benefit coverage of one (1) times the Unit member's annual earnings (as defined in policy) to a maximum of one hundred thousand dollar (\$100,000) and coverage for spouse and eligible dependent children of five thousand dollar (\$5,000) each.

SECTION 08.05 **ACCIDENTAL DEATH & DISMEMBERMENT POLICY (AD&D).** The City pays one hundred percent (100%) of the premium for an AD&D policy which provides twenty thousand dollar (\$20,000) benefit coverage for Unit members.

SECTION 08.06 **ADDITIONAL VOLUNTARY LIFE AND AD&D COVERAGE.** The City offers additional benefit coverage for purchase by Unit members at said member's own expense.

SECTION 08.07 **IRS SECTION 125 AND 129 PROGRAM.** The City shall use its best efforts to establish and maintain a plan, to enable qualifying Unit members covered by this MOU to obtain the deductions set forth in § 125 and § 129 of the Internal Revenue Code as regards Health Care and Dependent Care Flexible Spending Accounts. Health Care FSA plans are governed by the rules of Section 125 while Dependent Care FSA plans are governed by the rules of Sections 125 and 129 of the Internal Revenue Code and both will be administered in accordance with those rules.

The FSA plan shall maintain the current cap of five thousand dollars (\$5,000) for dependent care expenses and two thousand five hundred dollar (\$2,500) for health care expenses, the amounts may be amended in accordance with applicable laws.

The City and the Recognized Employee Organization acknowledge and agree that, should the Internal Revenue Service determine that City has not or cannot develop or cannot maintain such a qualifying plan, City's failure to do so shall not be deemed a breach of this MOU. The City and the Recognized Employee Organization further acknowledge and agree that City does not and shall not provide legal or tax advice to Unit members covered by this MOU as to whether

dependent care and health care expenses are legally tax deductible to or by any such Unit member.

The Section 125 and 129 Program will be in full force and effect unless changed by mutual agreement of the City and Recognized Employee Organization. The Program shall be administered through a vendor selected at the City's sole discretion. While participation in the Section 125 and 129 Program is voluntary, all administrative costs as may attend participation are to be paid by the City.

SECTION 08.08 EAP PROGRAM. The City pays the premium for participation in an Employee Assistance Program for Unit members and their dependents.

SECTION 08.09 STATE DISABILITY INSURANCE. Unit members participate in the state-sponsored short-term disability program at no expense to the City.

SECTION 08.10 MEDICAL, DENTAL & VISION INSURANCE PREMIUM INCENTIVE PAY. The City shall reimburse to any Unit member covered hereunder one half (1/2) of the average monthly cost to the City for single employee medical insurance coverage only, provided such Unit member can demonstrate, to the satisfaction of the City, that such Unit member has substantially equivalent medical, dental and vision coverage through some other insurance plan, which plan shall remain in full force and effect during the entire term of employment of such Unit member with the City. The City shall have the sole and unfettered right to determine whether a Unit member has satisfactorily demonstrated substantially equivalent medical, dental & vision coverage, and any such Unit member seeking reimbursement from the City must, at least annually, provide written proof of such substantially equivalent medical, dental & vision coverage in a form satisfactory to the City. Payment of this incentive pay shall be made bi-weekly through the regular payroll system. This does not add to a Unit member's base pay.

ARTICLE 09 **RETIREMENT BENEFIT**

SECTION 09.01 CalPERS MEMBERSHIP. APPLICABLE TO CLASSIC MEMBERS -

- A. The following provisions in this Section "A" apply to Unit members as defined by AB 340 (the California Public Employees' Pension Reform Act of 2013,) as "classic" members of CalPERS.

The City is a contract member of the California Public Employees' Retirement System (CalPERS). Such membership shall be maintained and employee eligibility, classification, contributions, and benefits are as prescribed in the contract between the City and the California Public Employees' Retirement System heretofore approved by the City Council which includes the programs identified below which shall be maintained during the life of this MOU.

1. Section 21354: 2% @ 55 retirement benefit formula for Unit members.
2. Section 21574: Fourth Level of 1959 Survivors Program.

3. Section 21024: Military Service as Public Service.
4. Section 20042: One Year Final compensation
5. Section 21427: Improved non-industrial disability allowance.
6. Section 21624 & 21626: Post-retirement survivor allowance.
7. Section 20965: Credit for unused sick leave.

Effective January 1, 2011, Unit members paid one percent (1%) of salary on a pre-tax basis of the currently seven percent (7%) employee contribution rate. Effective July 1, 2011, the employee paid a total of two percent (2%) of salary on a pre-tax basis of the currently seven percent (7%) employee contribution rate.

For all Unit members, hired on or after January 1, 2011, the City pays only the employer portion of the required contribution and not EPMC. The Unit member shall pay the full amount (7% of salary) of the employee contribution rate.

For all new Unit member employees, hired on or after May 1, 2011, the CalPERS retirement calculation of final compensation was changed from single highest year to average monthly pay rate and special compensation for consecutive thirty-six (36) months of employment.

Effective the first payroll period starting on or after both City Council adoption of a 2013-2016 MOU and implementation by CalPERS of any necessary City Council resolution(s) allowing for modification to the amount of employee-paid normal member CalPERS contributions and implementation of said contributions, all Miscellaneous Unit members hired prior to January 1, 2011 shall individually fund an additional 2.0% of compensation as and for their normal member CalPERS contribution, resulting in a 4.0% employee normal member contribution. Said funding shall be made pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2014 all unit members hired prior to January 1, 2011 shall contribute a total 6.0% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2015 all unit members hired prior to January 1, 2011 shall contribute a total 7.0% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

The City will report these EPMC payments as being those of the represented Unit member so that they will be credited to the particular Unit member's individual account with CalPERS.

- B. AB 340 (as modified by AB 197) the California Public Employees' Pension Reform Act of 2013 (PEPRA.)

AB 340, as it may from time to time exist, shall in its entirety be given full force and effect during and after the term of the 2013-2016 MOU. Any provision in the 2013-2016 MOU which contradicts any provision of AB 340, shall be deemed null and void, with the contrary AB 340 provision(s) being given full force and effect. Therefore, no provision of AB 340 shall be deemed to impair any provision of the 2013-2016 MOU or any MOU, Agreement, Rule or Regulation predating the 2013-2016 MOU.

Unit members hired on and after January 1, 2013, deemed to be a “new member” as defined in Government Code § 7522.04, shall individually pay an initial Member CALPERS contribution rate of 50% of the normal cost rate for the Defined Benefit Plan in which said “new member” is enrolled, rounded to the nearest quarter of 1%, or the current contribution rate of similarly situated employees, whichever is greater. (AB 340 – Government Code section 7522.30)

Unit members who are “new members” (miscellaneous employees) on and after January 1, 2013, shall be enrolled in the AB 340 provided for 2% @ 62 retirement formula (Govt. Code § 7522.20).

Unit members who are “new members” on and after January 1, 2013, shall have “final compensation” measured by the highest average annual pensionable compensation earned by the member during a period of at least 36 consecutive months (Section 7522.32.)

SECTION 09.02 PARS MEMBERSHIP. Pursuant to Government Code §§ 53216 et seq., the City participates in the Public Agency Retirement Services (PARS) Retirement Enhancement Plan which affords Unit members the retirement benefit commonly referred to as “1% at 55.” The City pays on behalf of each eligible Unit member an amount sufficient to pay the full cost of the PARS retirement enhancement benefit. The City’s participation in PARS is in addition to, and not in lieu of, the City’s participation in the CalPERS programs identified in the preceding Section. The City's PARS participation shall continue in full force and effect during the term of this MOU.

Unit members hired before January 1, 2007 shall have their PARS benefits vested after completing three (3) years of continuous employment with the City and service credit shall be given for employment with/by other agencies and/or cities. Unit members hired after January 1, 2007 shall have their PARS benefit vested after ten (10) years of continuous employment with the City and no service credit shall be given for employment with/by other agencies and/or cities.

Effective January 1, 2011 the parties agree to modify the PARS plan design for current Unit members regarding cash out options with an employee contribution of four-tenths of a percent (0.4%) on a pre-tax basis. Section 4.2(d) and Section 4.2(c) of the PARS plan document shall be modified, thereby removing plan features such as the option of lump sum payment, and fixed term payments of 5-6 years. Section 2.3 of the PARS plan document shall be modified, thereby removing the pre-retirement disability benefit. All Unit members shall pay four-tenths of a percent 0.4% of salary to maintain the PARS plan design features of fixed term payments of 7-15 years.

Effective January 1, 2011, the PARS plan document shall be modified to add a “pop-up” provision to Option 2 of the PARS REP plan, whereby if the beneficiary predeceases the retiree, the retiree’s monthly benefit will increase.

For all new Unit member employees, hired on or after January 1, 2011, the City shall pay on behalf of each eligible Unit member fifty percent (50%) of the amount sufficient to pay for the cost of the PARS retirement enhancement benefit. The employee shall be required to pay for fifty percent (50%) of the contribution.

Unit members hired on and after January 1, 2013 shall be ineligible to participate in the PARS program.

SECTION 09.03 RETIREE MEDICAL.

CalPERS eligible retirees and their dependents shall receive one hundred percent (100%) lifetime medical insurance upon retirement from the City. The City shall pay one hundred percent (100%) of the premium for any CalPERS medical plan.

For all new Unit members employees, hired on or after January 1, 2011 retiree medical will be implemented in accordance with the vesting resolution with CalPERS which mirrors the state plan for contribution levels. The resolution requires ten (10) years of service, five (5) years of which is with Irwindale, for fifty percent (50%) contribution of state designated amount towards retiree medical premium and twenty (20) years of service, five (5) years of which is with Irwindale, for one hundred percent (100%) contribution of state designated amount towards retiree medical premium for any CalPERS medical plan.

SECTION 09.04 DEFERRED COMPENSATION PROGRAM. The City offers Unit members participation in one of two IRS 457 Plans. The City does not contribute to either plan.

ARTICLE 10
MISCELLANEOUS PROVISIONS

SECTION 10.01 CONTRACTING OUT PROVISIONS. Prior to contracting with outside vendors in excess of ten thousand dollars (\$10,000.00) annually for work or services usually performed by Unit members covered by this MOU or proposed to be performed for the City, the City and the Recognized Employee Organization will meet and confer to determine if the same can be performed or retained by Unit members covered by this MOU. The City and Recognized Employee Organization acknowledge and agree that the City retains the sole and unfettered right, through its City Council, to determine what work or services to be performed by outside vendors, and the parties hereto further acknowledge and agree that failure on the part of the City and the Recognized Employee Organization to reach agreement through this meet and confer process on issues relating to such work and services to be contracted for with outside vendors shall not constitute a breach of this MOU on the part of the City, nor shall it constitute a violation of the Meyers-Milias-Brown Act on the part of the City. For work or services performed at ten thousand dollars (\$10,000.00) or less annually, there is no obligation to meet and confer.

SECTION 10.02 PAYMENT OF VACATION AND SICK LEAVE. Elective cash-outs of leave accruals may be made anytime by means of a regular payroll check (no separate check will be issued) and/or by separate check limited to four times a year (first pay period in September, December, March, and June) with a cash-out limit of one hundred (100) hours total per fiscal year. For the first year of the contract FY 10/11, cash outs that were paid in July 2010 apply towards the 2010/2011 Fiscal Year cap of one hundred (100) hours. This section, however, shall not apply to any cash out of vacation or sick leave upon termination of employment or retirement from the City. In addition, the parties hereto agree to modify/clarify the City's Personnel Rules Section 14.15.4 such that accrued vacation hours which exceed the agreed upon limit, which is currently three hundred (300) hours, shall be either utilized or paid at the Unit member's "basic rate of pay" as opposed to "regular rate of pay," which is consistent with past practice. Buy back of sick leave, if any, shall also be paid at the Unit member's "basic rate of pay" as opposed to "regular rate of pay."

SECTION 10.03 DIRECT DEPOSIT REQUIREMENT. The City shall maintain a mandatory requirement for participation in direct deposit for payroll for all new Unit members hired after July 8, 2001.

SECTION 10.04 TUITION REIMBURSEMENT. The City's Personnel Rules Section 15.25 as applied to Unit members is modified by this provision to the extent that the City and the Recognized Employee Organization agree that the City determines funding levels to be set at fifteen thousand dollars (\$15,000) per fiscal year during the term of this contract. No one employee may receive more than 15% of the total annual budgeted money available for tuition reimbursement. If, at the end of the fiscal year, unencumbered funds are available in the tuition reimbursement account, remaining funds will be used to further reimburse those employees who have accumulated reimbursable educational expenses in excess of 15% of the total available for that fiscal year up to a maximum of three thousand dollars (\$3,000) per fiscal year. If more than one employee incurs such additional expenses, distribution of the remaining funds will be made equally among said employees until each individual employee has been fully reimbursed, or until the funds have been depleted, whichever comes first. No Unit member shall receive more than three thousand dollars (\$3,000) per fiscal year.

All courses taken and completed must have prior written approval of the department head and the City Manager and be related to the Unit member's employment with the City. Upon completion of each course, the Unit member must complete the appropriate City form requesting tuition reimbursement. A passing grade of "C" or better is required, and a copy of the grade and all receipts must be attached. Unit members requesting reimbursement for course-related text books are required to turn the books in to the Human Resources Department. Text books should not be marked or written in and they must be in usable condition.

SECTION 10.05 PUBLIC WORKS EMPLOYEES UNIFORM. Unit members in the Public Works Department covered by this MOU shall be permitted to wear approved shorts in lieu of long pants year round as long as it does not pose a safety hazard as determined by the Unit member's supervisor in his/her sole discretion. Purchase, maintenance or cleaning of said shorts shall not be at the City's expense.

SECTION 10.06 UNIFORM ALLOWANCE FOR POLICE NON-SWORN EMPLOYEES. The non-sworn full-time positions of Administrative Secretary and Police Records Clerk in the Police Department shall receive an annual uniform allowance in the amount of eight hundred fifty dollars (\$850.00). All new hires hired as Administrative Secretary in the Police Department after January 1, 2007 shall not be eligible to receive this allowance.

ARTICLE 11
COMPLETION OF NEGOTIATIONS AND FULL UNDERSTANDING

SECTION 11.01 COMPLETION OF NEGOTIATIONS. The terms and conditions set forth in this MOU represent the full and complete understanding between the parties. During the term of this MOU, the Recognized Employee Organization expressly waives the right to meet and negotiate with respect to any subject covered in this MOU, unless modified through the voluntary, mutual consent of the parties.

SECTION 11.02 FULL INTEGRATION. This MOU terminates and supersedes those partial practices, agreements, procedures, traditions, and rules or regulations inconsistent with any matters covered in this MOU. The parties agree that during the negotiation that culminated in this MOU, each party enjoyed the opportunity to make demands and proposals with respect to any matter, even though some matters were proposed and later withdrawn, and that the understandings and agreements arrived at after the exercise of that right and opportunity are executed in this MOU. However, all provisions of existing City rules and regulations, resolutions, ordinances and policies not specifically contained in, or referred to by this MOU, shall remain in full force and effect, and are specifically not superseded or otherwise affected by this MOU.

SECTION 11.03 REOPENERS. Notwithstanding the provisions of Sections 11.01 and 11.02 above, the City and the Recognized Employee Organization agree to meet and confer on the following items during the term of this MOU:

- A. Updating, modifying and/or instituting a new Employer-Employee Relations Resolution;
- B. Updating the City's Personnel Rules;
- C. Updating the City's job description/specifications;
- D. Updating and/or creating a City Cell Phone Policy;
- E. Creating a City Wellness Program; and
- F. Creating a City Employee Rewards and Recognition Program.

ARTICLE 12
EMERGENCY WAIVER PROVISION

SECTION 12.01 **WAIVER GRANTED.** In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, earthquake, insurrection, civil disorder, national emergency, or similar circumstances, provisions of this MOU or the Personnel Rules and Regulations of the City, which restrict the City's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, this MOU will be reinstated immediately. The Recognized Employee Organization shall have the right to meet and confer with the City regarding the impact on Unit members of the suspension of provisions in the MOU during the course of the emergency. Any rights and benefits suspended by virtue of the emergency shall be restored as soon as practicable at the conclusion of the emergency.

ARTICLE 13
DRAFTING PROVISIONS

SECTION 13.01 **SEVERABILITY DECLARED.** Should any provision of this MOU be found to be inoperative, void or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect for the duration of this MOU. The parties shall meet and confer over a new provision to replace any such provision stricken by law.

SECTION 13.02 **JOINT DRAFTING.** Each party has cooperated in the drafting and preparation of this MOU. Hence, in any construction to be made of this MOU, the same shall not be construed against any party.

SECTION 13.03 **MODIFICATION.** This MOU may only be modified or amended by written agreement between the parties which then must be approved by Council resolution.

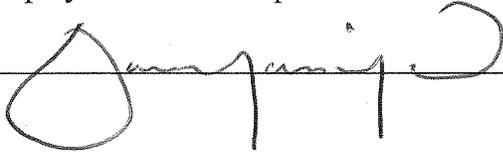
ARTICLE 14
RATIFICATION AND EXECUTION

This MOU has been developed as a result of meet and confer sessions between representatives of the City and the Recognized Employee Organization regarding issues related to wages, hours and other terms and conditions of employment. The City's representatives and the Recognized Employee Organization have reached an understanding as to certain recommendations to be made to the City Council for the City of Irwindale and have agreed that the parties hereto will jointly urge said Council to adopt a new wage and benefit resolution which will provide for the changes contained in said joint recommendation. The City and the Recognized Employee Organization acknowledge that this MOU shall not be in full force and effect until adoption by the City Council of the City.

Subject to the foregoing, this MOU is hereby executed by the authorized representatives of the City and the Recognized Employee Organization and entered into this 4th day of September, 2013.

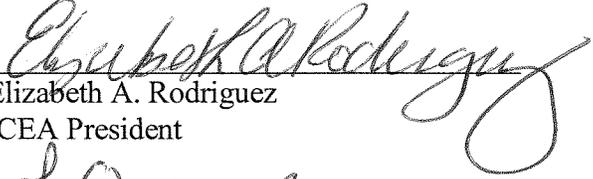
CITY OF IRWINDALE

John Davidson, City Manager/Municipal
Employee Relations Representative



**THE IRWINDALE CITY
EMPLOYEES Association**

Elizabeth A. Rodriguez
ICEA President




Leonard Orosco Jr.
ICEA Vice-President

ATTACHMENT A
ICEA Unit Members

<u>Position Title</u>	<u>Salary Range</u>
Maintenance Lead Worker	43
Maintenance Worker II	40
Administrative Secretary	39
Finance Analyst I	39
Code Enforcement Officer	36
Maintenance Worker I	36
Public Works Analyst	36
Public Works Inspector	36
Recreation Supervisor	36
Senior Center Coordinator	36
Engineering Technician	32
Finance Technician	32
Human Resources Technician	32
Records Technician	32
Assistant to Senior Center Coordinator	29
Bus Driver	28
Senior Center Leader / Bus Driver	28
Business License Clerk	26
Building Permit Technician	26
Police Records Clerk	24
Receptionist Clerk	24
Senior Center Clerk	24
Library Technician	15

**Salary Schedule Effective September 15, 2013
ICEA Employees (2.0%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,263	2,272	1,048.59	13.7972
	B	28,626	2,386	1,101.02	14.4871
	C	30,058	2,505	1,156.07	15.2114
	D	31,561	2,630	1,213.87	15.9720
	E	33,139	2,762	1,274.57	16.7706
11	A	27,945	2,329	1,074.80	14.1422
	B	29,342	2,445	1,128.54	14.8493
	C	30,809	2,567	1,184.97	15.5917
	D	32,350	2,696	1,244.22	16.3713
	E	33,967	2,831	1,306.43	17.1899
12	A	28,644	2,387	1,101.67	14.4957
	B	30,076	2,506	1,156.76	15.2205
	C	31,579	2,632	1,214.60	15.9815
	D	33,158	2,763	1,275.33	16.7806
	E	34,816	2,901	1,339.09	17.6196
13	A	29,360	2,447	1,129.22	14.8581
	B	30,828	2,569	1,185.68	15.6010
	C	32,369	2,697	1,244.96	16.3811
	D	33,987	2,832	1,307.21	17.2001
	E	35,687	2,974	1,372.57	18.0601
14	A	30,094	2,508	1,157.45	15.2296
	B	31,598	2,633	1,215.32	15.9910
	C	33,178	2,765	1,276.08	16.7906
	D	34,837	2,903	1,339.89	17.6301
	E	36,579	3,048	1,406.88	18.5116
15	A	30,846	2,570	1,186.38	15.6103
	B	32,388	2,699	1,245.70	16.3908
	C	34,008	2,834	1,307.99	17.2103
	D	35,708	2,976	1,373.39	18.0709
	E	37,493	3,124	1,442.05	18.9744
16	A	31,617	2,635	1,216.04	16.0005
	B	33,198	2,766	1,276.84	16.8006
	C	34,858	2,905	1,340.69	17.6406
	D	36,601	3,050	1,407.72	18.5226
	E	38,431	3,203	1,478.11	19.4488
17	A	32,408	2,701	1,246.44	16.4006
	B	34,028	2,836	1,308.76	17.2206
	C	35,729	2,977	1,374.20	18.0816
	D	37,516	3,126	1,442.91	18.9857
	E	39,392	3,283	1,515.06	19.9350
18	A	33,218	2,768	1,277.60	16.8106
	B	34,879	2,907	1,341.48	17.6511
	C	36,623	3,052	1,408.56	18.5337
	D	38,454	3,204	1,478.99	19.4603
	E	40,376	3,365	1,552.94	20.4334

**Salary Schedule Effective September 15, 2013
ICEA Employees (2.0%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	34,048	2,837	1,309.54	17.2308
	B	35,751	2,979	1,375.02	18.0924
	C	37,538	3,128	1,443.77	18.9970
	D	39,415	3,285	1,515.96	19.9469
	E	41,386	3,449	1,591.76	20.9442
20	A	34,899	2,908	1,342.28	17.6616
	B	36,644	3,054	1,409.40	18.5447
	C	38,477	3,206	1,479.87	19.4719
	D	40,400	3,367	1,553.86	20.4455
	E	42,420	3,535	1,631.55	21.4678
21	A	35,772	2,981	1,375.84	18.1032
	B	37,560	3,130	1,444.63	19.0083
	C	39,438	3,287	1,516.86	19.9587
	D	41,410	3,451	1,592.71	20.9567
	E	43,481	3,623	1,672.34	22.0045
22	A	36,666	3,056	1,410.24	18.5557
	B	38,499	3,208	1,480.75	19.4835
	C	40,424	3,369	1,554.78	20.4577
	D	42,446	3,537	1,632.52	21.4806
	E	44,568	3,714	1,714.15	22.5546
23	A	37,583	3,132	1,445.49	19.0196
	B	39,462	3,288	1,517.77	19.9706
	C	41,435	3,453	1,593.65	20.9691
	D	43,507	3,626	1,673.34	22.0176
	E	45,682	3,807	1,757.00	23.1185
24	A	38,522	3,210	1,481.63	19.4951
	B	40,448	3,371	1,555.71	20.4699
	C	42,471	3,539	1,633.50	21.4934
	D	44,594	3,716	1,715.17	22.5680
	E	46,824	3,902	1,800.93	23.6964
25	A	39,485	3,290	1,518.67	19.9825
	B	41,460	3,455	1,594.60	20.9816
	C	43,533	3,628	1,674.33	22.0307
	D	45,709	3,809	1,758.05	23.1322
	E	47,995	4,000	1,845.95	24.2888
26	A	40,473	3,373	1,556.64	20.4821
	B	42,496	3,541	1,634.47	21.5062
	C	44,621	3,718	1,716.19	22.5815
	D	46,852	3,904	1,802.00	23.7105
	E	49,195	4,100	1,892.10	24.8961
27	A	41,484	3,457	1,595.55	20.9941
	B	43,559	3,630	1,675.33	22.0438
	C	45,737	3,811	1,759.10	23.1460
	D	48,023	4,002	1,847.05	24.3033
	E	50,424	4,202	1,939.40	25.5185

**Salary Schedule Effective September 15, 2013
ICEA Employees (2.0%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	42,521	3,543	1,635.44	21.5190
	B	44,648	3,721	1,717.21	22.5949
	C	46,880	3,907	1,803.07	23.7247
	D	49,224	4,102	1,893.23	24.9109
	E	51,685	4,307	1,987.89	26.1564
29	A	43,585	3,632	1,676.33	22.0569
	B	45,764	3,814	1,760.14	23.1598
	C	48,052	4,004	1,848.15	24.3178
	D	50,455	4,205	1,940.56	25.5337
	E	52,977	4,415	2,037.59	26.8103
30	A	44,674	3,723	1,718.24	22.6084
	B	46,908	3,909	1,804.15	23.7388
	C	49,253	4,104	1,894.35	24.9257
	D	51,716	4,310	1,989.07	26.1720
	E	54,302	4,525	2,088.53	27.4806
31	A	45,791	3,816	1,761.19	23.1736
	B	48,081	4,007	1,849.25	24.3322
	C	50,485	4,207	1,941.71	25.5489
	D	53,009	4,417	2,038.80	26.8263
	E	55,659	4,638	2,140.74	28.1676
32	A	46,936	3,911	1,805.22	23.7529
	B	49,283	4,107	1,895.48	24.9406
	C	51,747	4,312	1,990.26	26.1876
	D	54,334	4,528	2,089.77	27.4970
	E	57,051	4,754	2,194.26	28.8718
33	A	48,109	4,009	1,850.35	24.3467
	B	50,515	4,210	1,942.87	25.5641
	C	53,040	4,420	2,040.01	26.8423
	D	55,692	4,641	2,142.01	28.1844
	E	58,477	4,873	2,249.11	29.5936
34	A	49,312	4,109	1,896.61	24.9554
	B	51,777	4,315	1,991.44	26.2032
	C	54,366	4,531	2,091.01	27.5133
	D	57,085	4,757	2,195.56	28.8890
	E	59,939	4,995	2,305.34	30.3334
35	A	50,545	4,212	1,944.03	25.5793
	B	53,072	4,423	2,041.23	26.8582
	C	55,725	4,644	2,143.29	28.2012
	D	58,512	4,876	2,250.45	29.6112
	E	61,437	5,120	2,362.97	31.0918
36	A	51,808	4,317	1,992.63	26.2188
	B	54,399	4,533	2,092.26	27.5297
	C	57,119	4,760	2,196.87	28.9062
	D	59,975	4,998	2,306.71	30.3515
	E	62,973	5,248	2,422.05	31.8691

**Salary Schedule Effective September 15, 2013
ICEA Employees (2.0%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	53,103	4,425	2,042.44	26.8742
	B	55,759	4,647	2,144.56	28.2179
	C	58,547	4,879	2,251.79	29.6288
	D	61,474	5,123	2,364.38	31.1103
	E	64,548	5,379	2,482.60	32.6658
38	A	54,431	4,536	2,093.50	27.5461
	B	57,153	4,763	2,198.18	28.9234
	C	60,010	5,001	2,308.09	30.3696
	D	63,011	5,251	2,423.49	31.8880
	E	66,161	5,513	2,544.67	33.4824
39	A	55,792	4,649	2,145.84	28.2347
	B	58,581	4,882	2,253.13	29.6465
	C	61,511	5,126	2,365.79	31.1288
	D	64,586	5,382	2,484.08	32.6852
	E	67,815	5,651	2,608.28	34.3195
40	A	57,187	4,766	2,199.49	28.9406
	B	60,046	5,004	2,309.46	30.3876
	C	63,048	5,254	2,424.93	31.9070
	D	66,201	5,517	2,546.18	33.5024
	E	69,511	5,793	2,673.49	35.1775
41	A	58,616	4,885	2,254.47	29.6641
	B	61,547	5,129	2,367.20	31.1473
	C	64,624	5,385	2,485.56	32.7047
	D	67,856	5,655	2,609.83	34.3399
	E	71,248	5,937	2,740.33	36.0569
42	A	60,082	5,007	2,310.84	30.4057
	B	63,086	5,257	2,426.38	31.9260
	C	66,240	5,520	2,547.70	33.5223
	D	69,552	5,796	2,675.08	35.1984
	E	73,030	6,086	2,808.83	36.9584
43	A	61,584	5,132	2,368.61	31.1659
	B	64,663	5,389	2,487.04	32.7242
	C	67,896	5,658	2,611.39	34.3604
	D	71,291	5,941	2,741.96	36.0784
	E	74,855	6,238	2,879.06	37.8823
44	A	63,123	5,260	2,427.82	31.9450
	B	66,280	5,523	2,549.21	33.5423
	C	69,593	5,799	2,676.67	35.2194
	D	73,073	6,089	2,810.51	36.9803
	E	76,727	6,394	2,951.03	38.8294
45	A	64,701	5,392	2,488.52	32.7436
	B	67,937	5,661	2,612.94	34.3808
	C	71,333	5,944	2,743.59	36.0999
	D	74,900	6,242	2,880.77	37.9049
	E	78,645	6,554	3,024.81	39.8001

**Salary Schedule Effective September 15, 2013
ICEA Employees (2.0%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	66,319	5,527	2,550.73	33.5622
	B	69,635	5,803	2,678.27	35.2403
	C	73,117	6,093	2,812.18	37.0024
	D	76,772	6,398	2,952.79	38.8525
	E	80,611	6,718	3,100.43	40.7951
47	A	67,977	5,665	2,614.50	34.4013
	B	71,376	5,948	2,745.22	36.1214
	C	74,945	6,245	2,882.48	37.9274
	D	78,692	6,558	3,026.61	39.8238
	E	82,626	6,886	3,177.94	41.8150
48	A	69,676	5,806	2,679.86	35.2613
	B	73,160	6,097	2,813.85	37.0244
	C	76,818	6,402	2,954.55	38.8756
	D	80,659	6,722	3,102.27	40.8194
	E	84,692	7,058	3,257.39	42.8604
49	A	71,418	5,952	2,746.86	36.1429
	B	74,989	6,249	2,884.20	37.9500
	C	78,739	6,562	3,028.41	39.8475
	D	82,676	6,890	3,179.83	41.8399
	E	86,809	7,234	3,338.82	43.9319
50	A	73,204	6,100	2,815.53	37.0464
	B	76,864	6,405	2,956.30	38.8987
	C	80,707	6,726	3,104.12	40.8437
	D	84,742	7,062	3,259.33	42.8859
	E	88,980	7,415	3,422.29	45.0302
51	A	75,034	6,253	2,885.92	37.9726
	B	78,786	6,565	3,030.21	39.8712
	C	82,725	6,894	3,181.72	41.8648
	D	86,861	7,238	3,340.81	43.9580
	E	91,204	7,600	3,507.85	46.1559
52	A	76,910	6,409	2,958.06	38.9219
	B	80,755	6,730	3,105.97	40.8680
	C	84,793	7,066	3,261.27	42.9114
	D	89,033	7,419	3,424.33	45.0570
	E	93,484	7,790	3,595.55	47.3098
53	A	78,832	6,569	3,032.02	39.8949
	B	82,774	6,898	3,183.62	41.8897
	C	86,913	7,243	3,342.80	43.9842
	D	91,258	7,605	3,509.94	46.1834
	E	95,821	7,985	3,685.43	48.4926
54	A	80,803	6,734	3,107.82	40.8923
	B	84,843	7,070	3,263.21	42.9369
	C	89,086	7,424	3,426.37	45.0838
	D	93,540	7,795	3,597.69	47.3380
	E	98,217	8,185	3,777.57	49.7049

**Salary Schedule Effective September 15, 2013
ICEA Employees (2.0%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	82,823	6,902	3,185.51	41.9146
	B	86,964	7,247	3,344.79	44.0104
	C	91,313	7,609	3,512.03	46.2109
	D	95,878	7,990	3,687.63	48.5214
	E	100,672	8,389	3,872.01	50.9475
56	A	84,894	7,074	3,265.15	42.9625
	B	89,139	7,428	3,428.41	45.1106
	C	93,596	7,800	3,599.83	47.3662
	D	98,275	8,190	3,779.82	49.7345
	E	103,189	8,599	3,968.81	52.2212
57	A	87,016	7,251	3,346.78	44.0366
	B	91,367	7,614	3,514.12	46.2384
	C	95,935	7,995	3,689.82	48.5503
	D	100,732	8,394	3,874.31	50.9778
	E	105,769	8,814	4,068.03	53.5267
58	A	89,192	7,433	3,430.45	45.1375
	B	93,651	7,804	3,601.97	47.3943
	C	98,334	8,194	3,782.07	49.7641
	D	103,250	8,604	3,971.17	52.2523
	E	108,413	9,034	4,169.73	54.8649
59	A	91,421	7,618	3,516.21	46.2659
	B	95,993	7,999	3,692.02	48.5792
	C	100,792	8,399	3,876.62	51.0082
	D	105,832	8,819	4,070.45	53.5586
	E	111,123	9,260	4,273.97	56.2365
60	A	93,707	7,809	3,604.11	47.4226
	B	98,392	8,199	3,784.32	49.7937
	C	103,312	8,609	3,973.54	52.2834
	D	108,478	9,040	4,172.21	54.8975
	E	113,901	9,492	4,380.82	57.6424
61	A	96,050	8,004	3,694.22	48.6081
	B	100,852	8,404	3,878.93	51.0385
	C	105,895	8,825	4,072.87	53.5905
	D	111,189	9,266	4,276.52	56.2700
	E	116,749	9,729	4,490.34	59.0835
62	A	98,451	8,204	3,786.57	49.8233
	B	103,373	8,614	3,975.90	52.3145
	C	108,542	9,045	4,174.70	54.9302
	D	113,969	9,497	4,383.43	57.6767
	E	119,668	9,972	4,602.60	60.5606
63	A	100,912	8,409	3,881.24	51.0689
	B	105,958	8,830	4,075.30	53.6224
	C	111,256	9,271	4,279.06	56.3035
	D	116,818	9,735	4,493.02	59.1186
	E	122,659	10,222	4,717.67	62.0746

**Salary Schedule Effective September 15, 2013
ICEA Employees (2.0%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	103,435	8,620	3,978.27	52.3456
	B	108,607	9,051	4,177.18	54.9629
	C	114,037	9,503	4,386.04	57.7111
	D	119,739	9,978	4,605.34	60.5966
	E	125,726	10,477	4,835.61	63.6264
65	A	106,021	8,835	4,077.72	53.6543
	B	111,322	9,277	4,281.61	56.3370
	C	116,888	9,741	4,495.69	59.1538
	D	122,732	10,228	4,720.48	62.1115
	E	128,869	10,739	4,956.50	65.2171
66	A	108,671	9,056	4,179.67	54.9956
	B	114,105	9,509	4,388.65	57.7454
	C	119,810	9,984	4,608.08	60.6327
	D	125,801	10,483	4,838.49	63.6643
	E	132,091	11,008	5,080.41	66.8475
67	A	111,388	9,282	4,284.16	56.3705
	B	116,958	9,746	4,498.37	59.1890
	C	122,805	10,234	4,723.29	62.1485
	D	128,946	10,745	4,959.45	65.2559
	E	135,393	11,283	5,207.42	68.5187
68	A	114,173	9,514	4,391.26	57.7798
	B	119,881	9,990	4,610.83	60.6688
	C	125,876	10,490	4,841.37	63.7022
	D	132,169	11,014	5,083.44	66.8873
	E	138,778	11,565	5,337.61	70.2317
69	A	117,027	9,752	4,501.04	59.2243
	B	122,879	10,240	4,726.10	62.1855
	C	129,022	10,752	4,962.40	65.2948
	D	135,474	11,289	5,210.52	68.5595
	E	142,247	11,854	5,471.05	71.9875
70	A	119,953	9,996	4,613.57	60.7049
	B	125,950	10,496	4,844.25	63.7401
	C	132,248	11,021	5,086.46	66.9271
	D	138,860	11,572	5,340.79	70.2735
	E	145,803	12,150	5,607.82	73.7872
71	A	122,952	10,246	4,728.91	62.2225
	B	129,099	10,758	4,965.36	65.3336
	C	135,554	11,296	5,213.62	68.6003
	D	142,332	11,861	5,474.30	72.0303
	E	149,449	12,454	5,748.02	75.6318
72	A	126,025	10,502	4,847.13	63.7781
	B	132,327	11,027	5,089.49	66.9670
	C	138,943	11,579	5,343.96	70.3153
	D	145,890	12,158	5,611.16	73.8311
	E	153,185	12,765	5,891.72	77.5226

**Salary Schedule Effective July 1, 2014
ICEA Employees (1.0%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,536	2,295	1,059.07	13.9352
	B	28,913	2,409	1,112.03	14.6320
	C	30,358	2,530	1,167.63	15.3636
	D	31,876	2,656	1,226.01	16.1317
	E	33,470	2,789	1,287.31	16.9383
11	A	28,224	2,352	1,085.55	14.2836
	B	29,636	2,470	1,139.83	14.9978
	C	31,117	2,593	1,196.82	15.7476
	D	32,673	2,723	1,256.66	16.5350
	E	34,307	2,859	1,319.49	17.3618
12	A	28,930	2,411	1,112.69	14.6407
	B	30,376	2,531	1,168.33	15.3727
	C	31,895	2,658	1,226.74	16.1413
	D	33,490	2,791	1,288.08	16.9484
	E	35,165	2,930	1,352.48	17.7958
13	A	29,653	2,471	1,140.51	15.0067
	B	31,136	2,595	1,197.53	15.7570
	C	32,693	2,724	1,257.41	16.5449
	D	34,327	2,861	1,320.28	17.3721
	E	36,044	3,004	1,386.29	18.2407
14	A	30,395	2,533	1,169.02	15.3818
	B	31,914	2,660	1,227.47	16.1509
	C	33,510	2,792	1,288.85	16.9585
	D	35,185	2,932	1,353.29	17.8064
	E	36,945	3,079	1,420.95	18.6967
15	A	31,154	2,596	1,198.25	15.7664
	B	32,712	2,726	1,258.16	16.5547
	C	34,348	2,862	1,321.07	17.3824
	D	36,065	3,005	1,387.12	18.2516
	E	37,868	3,156	1,456.48	19.1642
16	A	31,933	2,661	1,228.20	16.1606
	B	33,530	2,794	1,289.61	16.9686
	C	35,206	2,934	1,354.09	17.8170
	D	36,967	3,081	1,421.80	18.7079
	E	38,815	3,235	1,492.89	19.6433
17	A	32,732	2,728	1,258.91	16.5646
	B	34,368	2,864	1,321.85	17.3928
	C	36,087	3,007	1,387.95	18.2624
	D	37,891	3,158	1,457.34	19.1756
	E	39,785	3,315	1,530.21	20.1343
18	A	33,550	2,796	1,290.38	16.9787
	B	35,227	2,936	1,354.90	17.8276
	C	36,989	3,082	1,422.64	18.7190
	D	38,838	3,237	1,493.78	19.6549
	E	40,780	3,398	1,568.46	20.6377

**Salary Schedule Effective July 1, 2014
ICEA Employees (1.0%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	34,389	2,866	1,322.64	17.4031
	B	36,108	3,009	1,388.77	18.2733
	C	37,913	3,159	1,458.21	19.1870
	D	39,809	3,317	1,531.12	20.1463
	E	41,800	3,483	1,607.68	21.1536
20	A	35,248	2,937	1,355.71	17.8382
	B	37,011	3,084	1,423.49	18.7301
	C	38,861	3,238	1,494.67	19.6666
	D	40,804	3,400	1,569.40	20.6500
	E	42,845	3,570	1,647.87	21.6825
21	A	36,130	3,011	1,389.60	18.2842
	B	37,936	3,161	1,459.08	19.1984
	C	39,833	3,319	1,532.03	20.1583
	D	41,824	3,485	1,608.63	21.1662
	E	43,916	3,660	1,689.07	22.2245
22	A	37,033	3,086	1,424.34	18.7413
	B	38,884	3,240	1,495.55	19.6784
	C	40,829	3,402	1,570.33	20.6623
	D	42,870	3,573	1,648.85	21.6954
	E	45,014	3,751	1,731.29	22.7802
23	A	37,959	3,163	1,459.95	19.2098
	B	39,857	3,321	1,532.94	20.1703
	C	41,849	3,487	1,609.59	21.1788
	D	43,942	3,662	1,690.07	22.2378
	E	46,139	3,845	1,774.57	23.3497
24	A	38,908	3,242	1,496.45	19.6901
	B	40,853	3,404	1,571.27	20.6746
	C	42,896	3,575	1,649.83	21.7083
	D	45,040	3,753	1,732.32	22.7937
	E	47,292	3,941	1,818.94	23.9334
25	A	39,880	3,323	1,533.86	20.1823
	B	41,874	3,490	1,610.55	21.1914
	C	43,968	3,664	1,691.08	22.2510
	D	46,166	3,847	1,775.63	23.3636
	E	48,475	4,040	1,864.41	24.5317
26	A	40,877	3,406	1,572.20	20.6869
	B	42,921	3,577	1,650.81	21.7212
	C	45,067	3,756	1,733.35	22.8073
	D	47,321	3,943	1,820.02	23.9476
	E	49,687	4,141	1,911.02	25.1450
27	A	41,899	3,492	1,611.51	21.2040
	B	43,994	3,666	1,692.08	22.2643
	C	46,194	3,849	1,776.69	23.3775
	D	48,504	4,042	1,865.52	24.5463
	E	50,929	4,244	1,958.80	25.7737

**Salary Schedule Effective July 1, 2014
ICEA Employees (1.0%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	42,947	3,579	1,651.80	21.7341
	B	45,094	3,758	1,734.39	22.8209
	C	47,349	3,946	1,821.10	23.9619
	D	49,716	4,143	1,912.16	25.1600
	E	52,202	4,350	2,007.77	26.4180
29	A	44,020	3,668	1,693.09	22.2775
	B	46,221	3,852	1,777.74	23.3914
	C	48,532	4,044	1,866.63	24.5609
	D	50,959	4,247	1,959.96	25.7890
	E	53,507	4,459	2,057.96	27.0784
30	A	45,121	3,760	1,735.42	22.8344
	B	47,377	3,948	1,822.19	23.9762
	C	49,746	4,145	1,913.30	25.1750
	D	52,233	4,353	2,008.96	26.4337
	E	54,845	4,570	2,109.41	27.7554
31	A	46,249	3,854	1,778.80	23.4053
	B	48,561	4,047	1,867.74	24.5756
	C	50,989	4,249	1,961.13	25.8043
	D	53,539	4,462	2,059.19	27.0946
	E	56,216	4,685	2,162.15	28.4493
32	A	47,405	3,950	1,823.27	23.9904
	B	49,775	4,148	1,914.44	25.1900
	C	52,264	4,355	2,010.16	26.4495
	D	54,877	4,573	2,110.67	27.7719
	E	57,621	4,802	2,216.20	29.1605
33	A	48,590	4,049	1,868.85	24.5902
	B	51,020	4,252	1,962.30	25.8197
	C	53,571	4,464	2,060.41	27.1107
	D	56,249	4,687	2,163.43	28.4662
	E	59,062	4,922	2,271.60	29.8895
34	A	49,805	4,150	1,915.58	25.2049
	B	52,295	4,358	2,011.35	26.4652
	C	54,910	4,576	2,111.92	27.7885
	D	57,655	4,805	2,217.52	29.1779
	E	60,538	5,045	2,328.39	30.6368
35	A	51,050	4,254	1,963.47	25.8351
	B	53,603	4,467	2,061.64	27.1268
	C	56,283	4,690	2,164.72	28.4832
	D	59,097	4,925	2,272.96	29.9073
	E	62,052	5,171	2,386.60	31.4027
36	A	52,326	4,361	2,012.55	26.4810
	B	54,943	4,579	2,113.18	27.8050
	C	57,690	4,807	2,218.84	29.1952
	D	60,574	5,048	2,329.78	30.6550
	E	63,603	5,300	2,446.27	32.1878

**Salary Schedule Effective July 1, 2014
ICEA Employees (1.0%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	53,635	4,470	2,062.87	27.1430
	B	56,316	4,693	2,166.01	28.5001
	C	59,132	4,928	2,274.31	29.9251
	D	62,089	5,174	2,388.03	31.4214
	E	65,193	5,433	2,507.43	32.9925
38	A	54,975	4,581	2,114.44	27.8215
	B	57,724	4,810	2,220.16	29.2126
	C	60,610	5,051	2,331.17	30.6733
	D	63,641	5,303	2,447.73	32.2069
	E	66,823	5,569	2,570.11	33.8173
39	A	56,350	4,696	2,167.30	28.5171
	B	59,167	4,931	2,275.66	29.9429
	C	62,126	5,177	2,389.45	31.4401
	D	65,232	5,436	2,508.92	33.0121
	E	68,493	5,708	2,634.37	34.6627
40	A	57,759	4,813	2,221.48	29.2300
	B	60,646	5,054	2,332.56	30.6915
	C	63,679	5,307	2,449.18	32.2261
	D	66,863	5,572	2,571.64	33.8374
	E	70,206	5,850	2,700.22	35.5293
41	A	59,202	4,934	2,277.02	29.9608
	B	62,163	5,180	2,390.87	31.4588
	C	65,271	5,439	2,510.41	33.0317
	D	68,534	5,711	2,635.93	34.6833
	E	71,961	5,997	2,767.73	36.4175
42	A	60,683	5,057	2,333.94	30.7098
	B	63,717	5,310	2,450.64	32.2453
	C	66,902	5,575	2,573.17	33.8575
	D	70,248	5,854	2,701.83	35.5504
	E	73,760	6,147	2,836.92	37.3279
43	A	62,200	5,183	2,392.29	31.4775
	B	65,310	5,442	2,511.91	33.0514
	C	68,575	5,715	2,637.50	34.7040
	D	72,004	6,000	2,769.38	36.4392
	E	75,604	6,300	2,907.85	38.2611
44	A	63,755	5,313	2,452.10	32.2645
	B	66,942	5,579	2,574.70	33.8777
	C	70,289	5,857	2,703.44	35.5716
	D	73,804	6,150	2,838.61	37.3502
	E	77,494	6,458	2,980.54	39.2177
45	A	65,348	5,446	2,513.40	33.0711
	B	68,616	5,718	2,639.07	34.7246
	C	72,047	6,004	2,771.03	36.4609
	D	75,649	6,304	2,909.58	38.2839
	E	79,431	6,619	3,055.06	40.1981

**Salary Schedule Effective July 1, 2014
ICEA Employees (1.0%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	66,982	5,582	2,576.24	33.8979
	B	70,331	5,861	2,705.05	35.5927
	C	73,848	6,154	2,840.30	37.3724
	D	77,540	6,462	2,982.32	39.2410
	E	81,417	6,785	3,131.43	41.2031
47	A	68,657	5,721	2,640.64	34.7453
	B	72,090	6,007	2,772.68	36.4826
	C	75,694	6,308	2,911.31	38.3067
	D	79,479	6,623	3,056.87	40.2220
	E	83,453	6,954	3,209.72	42.2331
48	A	70,373	5,864	2,706.66	35.6139
	B	73,892	6,158	2,841.99	37.3946
	C	77,586	6,466	2,984.09	39.2644
	D	81,466	6,789	3,133.30	41.2276
	E	85,539	7,128	3,289.96	43.2890
49	A	72,132	6,011	2,774.33	36.5043
	B	75,739	6,312	2,913.04	38.3295
	C	79,526	6,627	3,058.69	40.2460
	D	83,502	6,959	3,211.63	42.2583
	E	87,677	7,306	3,372.21	44.3712
50	A	73,936	6,161	2,843.68	37.4169
	B	77,633	6,469	2,985.87	39.2877
	C	81,514	6,793	3,135.16	41.2521
	D	85,590	7,132	3,291.92	43.3147
	E	89,869	7,489	3,456.52	45.4805
51	A	75,784	6,315	2,914.78	38.3523
	B	79,573	6,631	3,060.51	40.2699
	C	83,552	6,963	3,213.54	42.2834
	D	87,730	7,311	3,374.22	44.3976
	E	92,116	7,676	3,542.93	46.6175
52	A	77,679	6,473	2,987.65	39.3111
	B	81,563	6,797	3,137.03	41.2767
	C	85,641	7,137	3,293.88	43.3405
	D	89,923	7,494	3,458.57	45.5075
	E	94,419	7,868	3,631.50	47.7829
53	A	79,621	6,635	3,062.34	40.2939
	B	83,602	6,967	3,215.45	42.3086
	C	87,782	7,315	3,376.23	44.4240
	D	92,171	7,681	3,545.04	46.6452
	E	96,780	8,065	3,722.29	48.9775
54	A	81,611	6,801	3,138.89	41.3012
	B	85,692	7,141	3,295.84	43.3663
	C	89,976	7,498	3,460.63	45.5346
	D	94,475	7,873	3,633.66	47.8114
	E	99,199	8,267	3,815.35	50.2019

**Salary Schedule Effective July 1, 2014
ICEA Employees (1.0%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	83,652	6,971	3,217.37	42.3338
	B	87,834	7,320	3,378.24	44.4505
	C	92,226	7,685	3,547.15	46.6730
	D	96,837	8,070	3,724.50	49.0066
	E	101,679	8,473	3,910.73	51.4570
56	A	85,743	7,145	3,297.80	43.3921
	B	90,030	7,502	3,462.69	45.5617
	C	94,531	7,878	3,635.83	47.8398
	D	99,258	8,272	3,817.62	50.2318
	E	104,221	8,685	4,008.50	52.7434
57	A	87,886	7,324	3,380.25	44.4769
	B	92,281	7,690	3,549.26	46.7008
	C	96,895	8,075	3,726.72	49.0358
	D	101,739	8,478	3,913.06	51.4876
	E	106,826	8,902	4,108.71	54.0620
58	A	90,084	7,507	3,464.75	45.5888
	B	94,588	7,882	3,637.99	47.8683
	C	99,317	8,276	3,819.89	50.2617
	D	104,283	8,690	4,010.88	52.7748
	E	109,497	9,125	4,211.43	55.4135
59	A	92,336	7,695	3,551.37	46.7286
	B	96,952	8,079	3,728.94	49.0650
	C	101,800	8,483	3,915.39	51.5182
	D	106,890	8,908	4,111.16	54.0942
	E	112,235	9,353	4,316.71	56.7989
60	A	94,644	7,887	3,640.16	47.8968
	B	99,376	8,281	3,822.16	50.2916
	C	104,345	8,695	4,013.27	52.8062
	D	109,562	9,130	4,213.93	55.4465
	E	115,040	9,587	4,424.63	58.2188
61	A	97,010	8,084	3,731.16	49.0942
	B	101,861	8,488	3,917.72	51.5489
	C	106,954	8,913	4,113.60	54.1264
	D	112,301	9,358	4,319.28	56.8327
	E	117,916	9,826	4,535.25	59.6743
62	A	99,435	8,286	3,824.44	50.3216
	B	104,407	8,701	4,015.66	52.8376
	C	109,628	9,136	4,216.44	55.4795
	D	115,109	9,592	4,427.27	58.2535
	E	120,864	10,072	4,648.63	61.1662
63	A	101,921	8,493	3,920.05	51.5796
	B	107,017	8,918	4,116.05	54.1586
	C	112,368	9,364	4,321.85	56.8665
	D	117,987	9,832	4,537.95	59.7098
	E	123,886	10,324	4,764.84	62.6953

**Salary Schedule Effective July 1, 2014
ICEA Employees (1.0%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	104,469	8,706	4,018.05	52.8691
	B	109,693	9,141	4,218.95	55.5125
	C	115,177	9,598	4,429.90	58.2882
	D	120,936	10,078	4,651.40	61.2026
	E	126,983	10,582	4,883.97	64.2627
65	A	107,081	8,923	4,118.50	54.1908
	B	112,435	9,370	4,324.43	56.9004
	C	118,057	9,838	4,540.65	59.7454
	D	123,960	10,330	4,767.68	62.7326
	E	130,158	10,846	5,006.06	65.8693
66	A	109,758	9,147	4,221.46	55.5456
	B	115,246	9,604	4,432.54	58.3229
	C	121,008	10,084	4,654.16	61.2390
	D	127,059	10,588	4,886.87	64.3010
	E	133,412	11,118	5,131.22	67.5160
67	A	112,502	9,375	4,327.00	56.9342
	B	118,127	9,844	4,543.35	59.7809
	C	124,033	10,336	4,770.52	62.7700
	D	130,235	10,853	5,009.04	65.9085
	E	136,747	11,396	5,259.50	69.2039
68	A	115,315	9,610	4,435.18	58.3576
	B	121,080	10,090	4,656.93	61.2755
	C	127,134	10,595	4,889.78	64.3392
	D	133,491	11,124	5,134.27	67.5562
	E	140,166	11,680	5,390.98	70.9340
69	A	118,197	9,850	4,546.06	59.8165
	B	124,107	10,342	4,773.36	62.8073
	C	130,313	10,859	5,012.03	65.9477
	D	136,828	11,402	5,262.63	69.2451
	E	143,670	11,972	5,525.76	72.7074
70	A	121,152	10,096	4,659.71	61.3119
	B	127,210	10,601	4,892.69	64.3775
	C	133,570	11,131	5,137.33	67.5964
	D	140,249	11,687	5,394.19	70.9762
	E	147,261	12,272	5,663.90	74.5250
71	A	124,181	10,348	4,776.20	62.8447
	B	130,390	10,866	5,015.01	65.9870
	C	136,910	11,409	5,265.76	69.2863
	D	143,755	11,980	5,529.05	72.7506
	E	150,943	12,579	5,805.50	76.3882
72	A	127,286	10,607	4,895.60	64.4158
	B	133,650	11,137	5,140.38	67.6366
	C	140,332	11,694	5,397.40	71.0185
	D	147,349	12,279	5,667.27	74.5694
	E	154,717	12,893	5,950.64	78.2979

RESOLUTION NO. 2015-50-2779

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE
APPROVING AMENDMENT NO. 1 TO THE MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY AND THE IRWINDALE CITY
EMPLOYEES ASSOCIATION (ICEA) FOR THE PERIOD OF JULY 1, 2013
THROUGH JUNE 30, 2016**

WHEREAS, the City of Irwindale is committed to providing reasonable and orderly procedures for the administration of employer-employee relations between the City and its employees; and

WHEREAS, the City Council approved the Memorandum of Understanding between the City and the Irwindale City Employees' Association (ICEA) for the period of July 1, 2013 through June 30, 2016 (ICEA MOU 2013-2016) at its regularly scheduled meeting on September 11, 2013; and

WHEREAS, the ICEA MOU 2013-2016 lists all represented employee classifications who belong to the ICEA and expressly establishes compensation and benefits for said employee classifications; and

WHEREAS, on September 10, 2014 the Governor of the State of California signed the Healthy Workplaces, Healthy Families Act of 2014 (AB 1522), codified as Labor Code Section 245 *et seq.* The new law mandates that all employees will be eligible to use sick leave beginning on the 90th day of employment.

WHEREAS, pursuant to Government Code Section 3505, the City's and ICEA's authorized representatives met and conferred in good faith regarding the effects of the new sick leave policy and have agreed to an amendment to comply with the Health Family Act of 2014. Amendment No. 1 to the ICEA MOU 2013-2016, attached hereto as Exhibit "A"; and

WHEREAS, the ICEA ratified Amendment No. 1 to the ICEA MOU 2013-2016 by a vote of its membership and the ICEA representatives have executed the same on August 4, 2015; and

WHEREAS, pursuant to Government Code Section 3505.1, the City Council must approve the terms of any memorandum of understanding or amendment thereto reflecting an agreement between the City and the ICEA; and

WHEREAS, the City Council now desires to approve Amendment No. 1 to the ICEA MOU 2013-2016.

NOW, THEREFORE, the City Council of the City of Irwindale, California, resolves, determines and orders as follows:

SECTION 1. The foregoing recitals are true and correct and are incorporated by reference herein.

SECTION 2. The City Council hereby approves Amendment No. 1 to the ICEA MOU 2013-2016, as provided in Exhibit "A".

SECTION 3. The Deputy City Clerk shall certify to the adoption of this resolution.

PASSED, APPROVED, AND ADOPTED this 26th day of August, 2015.


Mark A. Breceda, Mayor

ATTEST:



Laura M. Nieto, CMC
Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2015-50-2779 was duly and regularly passed and adopted by the City Council of the City of Irwindale at its regular meeting held on the 26th day of August 2015, by the following vote:

AYES:	Councilmembers:	Ambriz, Garcia, Miranda, Ortiz, Mayor Breceda
NOES:	Councilmembers:	None
ABSENT:	Councilmembers:	None
ABSTAIN:	Councilmembers:	None



Laura M. Nieto, CMC
Deputy City Clerk

EXHIBIT "A" TO RESOLUTION 2015-50-2779
AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY AND THE IRWINDALE CITY EMPLOYEES ASSOCIATION FOR THE
PERIOD OF JULY 1, 2013 THROUGH JUNE 30, 2016

[on following pages]

AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE CITY OF IRWINDALE AND THE IRWINDALE
CITY EMPLOYEES ASSOCIATION FOR THE PERIOD OF JULY 1,
2013 THROUGH JUNE 30, 2016

Pursuant to Resolution No.98-05-1566 of the City of Irwindale and the Meyers-Milias-Brown Act, the duly authorized representatives of the Irwindale City Employees Association (ICEA) have met and conferred in good faith with duly authorized management representatives of the City, and have mutually agreed to the following amendment to the current Memorandum of Understanding by and between the City of Irwindale and ICEA for the period July 1, 2013 – June 30, 2016 (ICEA MOU 2013-2016) as stated below:(deleted text in strikethrough and added text in underline forms).

SICK LEAVE ACCRUAL. Unit members shall accrue sick leave at the rate of 3.693 hours bi-weekly. All full-time regular and probationary unit members are eligible to use Sick Leave beginning on the 90th day of employment. A ~~probationary Unit member shall not be eligible to utilize sick leave during the first six (6) months of initial full-time employment with the City except with the~~ Any request for use prior to the 90th day of employment will require prior approval of the Unit member's department head and the City Manager.

All other terms and conditions of the existing MOU not specifically modified herein shall remain in full force and effect.

CITY OF IRWINDALE

IRWINDALE CITY EMPLOYEES ASSOCIATION

Dated: August 4, 2015.

Dated: August 4, 2015

By: 
Eva Carreon, Interim City Manager

By: 
Elizabeth Rodriguez, President

By: 

By: 
Leonard Orosco, Jr., Vice President

By: _____

By: _____