

**MEMORANDUM
OF
UNDERSTANDING**

BETWEEN



THE CITY OF RIALTO
AND
**CITY GOVERNMENT
MANAGEMENT ASSOCIATION**

*July 1, 2015
through
June 30, 2016*

CITY OF RIALTO

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF RIALTO
AND
CITY GOVERNMENT MANAGEMENT ASSOCIATION**

The following provisions constitute the agreements reached by the City of Rialto (**City**) and the City Government Management Association (**Association**) during recent negotiations. The City and Association have agreed to the following modification in wages and benefits:

PREAMBLE

This Memorandum of Understanding (**MOU** or **Agreement**) is entered into with reference to the following facts:

- A. The Association is the recognized employee organization for all City Government Management personnel employed by the City for the classifications listed in Article 24 (**Bargaining Unit**).
- B. In the interest of maintaining harmonious relations between the City and its employees, authorized representatives of the City and Association have met and conferred in good faith, exchanging various proposals concerning wages, hours and other terms and conditions of employment of affected employees.
- C. The authorized representatives of the City and the Association have reached agreement as to certain changes in wages, hours, and other terms and conditions of employment of the affected employees which shall be submitted to the City Council of the City for adoption and implementation of its terms and conditions by appropriate ordinance, resolution, or other lawful action.

Therefore, the City and the Association agree that, subject to ratification by the Association members and adoption and implementation by the City Council of the City, wages, hours, and other terms and conditions of employment for the affected employees shall be as follows:

**ARTICLE 1
TERM OF AGREEMENT**

The term of this Memorandum of Understanding shall be July 1, 2015 to June 30, 2016.

**ARTICLE 2
WAGES**

The salary ranges for classifications within the Bargaining Unit are set forth in Appendix A.

**ARTICLE 3
INSURANCE PROGRAMS**

A. HEALTH INSURANCE

1. Active Employees – Employees in the Unit shall be provided with a Cafeteria Plan, which will be administered by the City pursuant to Section 125 of the Internal Revenue Code. The Cafeteria Plan is designed to give employees the flexibility to choose various medical and dental insurance benefits provided through City plans. The employee may also choose the opt-out provision of the Cafeteria Plan as outlined in the paragraph below. The City’s contribution to the Cafeteria Plan will be one hundred percent (100%) of the Health and Dental insurance premiums for the employee and eligible dependents.
2. Opt out provision. Employees may opt to receive an in-lieu payment of up to one thousand one hundred dollars (\$1,100) per month of the City’s contribution if they do not purchase any of the benefits provided by the City. An employee must provide the City with written notice/waiver of paid health insurance premiums for which the employee is eligible. Then, the employee shall receive up to \$1,100 per month, which may be taken as taxable compensation or be placed into a deferred compensation plan.
3. Retired Employees – Retirees shall retain all current PERS health benefits. City shall pay retiree’s and dependent(s) health benefits the same as for active employees. The City shall not reimburse Medicare premiums for employees or retirees. Retirees and dependents must meet the definition of “annuitants” as defined by PERS.

B. INCOME PROTECTION INSURANCE – The City shall pay for income protection insurance coverage.

C. LIFE INSURANCE – The City will pay one hundred percent (100%) of the premium for employee and dependent term life insurance coverage contracted by the City for all affected employees. The benefit coverage under such program is as follows:

Employee	\$150,000
Spouse	\$10,000
Registered Domestic Partner (so long as required by California law)	\$10,000
Children	\$5,000

H. LONG-TERM DISABILITY INSURANCE – The City will pay one hundred percent (100%) of the premium for long-term disability insurance for employees in the Association.

I. EYE CARE – The City shall pay up to three hundred dollars (\$300) per fiscal year for an eye examination and/or prescription eyeglasses or contact lenses for the employee only. This benefit will be on a reimbursement basis.

Employees have the option of applying the \$300 per fiscal year towards payment of the premium for a vision policy.

ARTICLE 4
WORKERS' COMPENSATION INSURANCE AND SICK LEAVE

Employees may use accumulated but unused sick leave while on an absence due to an industrial injury in addition to any workers' compensation payment; the combination of the two shall not exceed one hundred percent (100%) of the employee's base salary.

ARTICLE 5
RETIREMENT

A. EMPLOYEE CONTRIBUTION – All miscellaneous employees who are not “new members” (as defined in Government Code Section 7522.04(f), or its successor) will pay eight percent (8%) of their salary towards the employer's share of PERS contributions. All public safety employees who are not new members will pay twelve percent (12%) of their salary towards the employer's share of PERS contributions.

Miscellaneous employees who are new members will also pay eight percent (8%) of their salary towards PERS, but must pay all of the required employee contribution and any remaining amount will be credited to the employer's share. Public safety employees who are new members will also pay twelve percent (12%) of their salary towards PERS, but must pay all of the required employee contribution and any remaining amount will be credited to the employer's share.

Following any required contract amendments with PERS, contributions made by bargaining unit members described above that are towards the employer's share shall be in accordance with IRS Code Section 414(h)(2) (or its successor) whereby employee contributions to the employer's share of PERS are tax deferred (not subject to taxation until time of constructive receipt) so long as allowed by applicable law.

B. BENEFIT FORMULA – Employees who are not “new members” shall be in either the PERS 2.7 percent at age 55 formula for miscellaneous members or the PERS 3 percent at age 50 formula for public safety unit members. Miscellaneous employees who are “new members” shall be enrolled in the PERS 2 percent at age 62 formula, and public safety employees who are “new members” shall be enrolled in the PERS 2.7 percent at age 57 formula.

C. EMPLOYER-PAID MEMBER CONTRIBUTIONS (EPMC) – The City added the EPMC benefit effective January 1, 2010. For any member retiring after January 1, 2011, the City will report as “compensation” for retirement purposes the Employer Paid Member Contribution of eight percent (8%) for miscellaneous members and nine percent (9%) for safety members.

D. LEVEL 4 SURVIVOR BENEFIT – The employee shall pay his/her share of the monthly cost for this benefit for miscellaneous employees.

E. PERS COLA – The City shall contract with PERS to provide a two percent (2%) COLA for miscellaneous retirees and four percent (4%) for safety retirees.

**ARTICLE 6
DEFERRED COMPENSATION**

Employees will have access to the 401A, Money Purchase Pension Plan and Trust, subject to City Council modification of the plan as authorized by federal and state laws. The City shall contribute seven hundred fifty dollars (\$750) per month towards an employee's deferred compensation plan.

**ARTICLE 7
EDUCATIONAL REIMBURSEMENT/INCENTIVE**

The City agrees to reimburse employees for education expenses as follows:

- A. One hundred percent (100%) of classes to maintain State-required certification, if classes attended after normal work hours.
- B. The City agrees to reimburse employees up to two thousand five hundred dollars (\$2,500) per fiscal year for expenses for tuition and books, provided that the employee achieves a passing grade in the course.
- C. Courses must be taken at an accredited college or university after normal work hours and must be job related, with prior written approval of the City Administrator.
- D. Reimbursement shall be payable only after successful completion of course(s) and upon submittal of a written request for reimbursement being forwarded to the Human Resources Department within ninety (90) days of completion of course requirements.
- E. An employee who has completed the probationary period and obtained a Masters of Arts or Science degree or doctoral degree from an accredited college or university shall receive an additional seven and one-half percent (7.5%) of their regular base salary.

**ARTICLE 8
HOLIDAYS**

- A. The following is the schedule of holidays granted to employees:

New Year's Day	Labor Day
Martin Luther King Day	Veterans Day
Presidents' Day	Thanksgiving Day
Cesar Chavez Day	Christmas Eve
Memorial Day	Christmas Day
Independence Day	

- B. Holiday Closure. During the week of Christmas Eve through New Year, the City offices will be closed. Employees may utilize accrued administrative leave, floating holidays, or vacation, in addition to the actual holidays, in order to receive full pay for the week.

- C. Holidays that fall on a Friday or Saturday will be observed on the preceding Thursday; holidays that fall on a Sunday will be observed the following Monday.
- D. Safety members must use all of the holidays accruing within the fiscal year no later than June 30 or they will lose eligibility to use those holidays. No holidays from the prior fiscal year may be carried forward into the following fiscal year. (This provision will only apply to holidays accrued on or after July 1, 2013. Holidays accrued prior to that date may be carried forward for safety members.)
- E. Employees who separate from city service due to retirement, resignation, layoff, or death shall be paid one hundred percent (100%) of their accumulated and unused holiday leave at their current hourly rate at separation after a minimum of five (5) consecutive years of satisfactory service with the City.

**ARTICLE 9
VACATION ACCRUAL ACCOUNTING**

- A. No employee shall be granted vacation time he/she has not earned.
- B. All affected employees may accrue a maximum of six hundred (600) hours as of June 30 of any fiscal year.
- C. Vacation leave will be earned at the following rate:

<u>Years of City Service</u>	<u>Hours Earned on Anniversary</u>
Tier 1: 0 years through 4 years	0.0576
Tier 2: 5 years and above	0.0769

All employees in the Bargaining Unit hired prior to July 1, 2013, will accrue vacation on Tier 2 noted above.

- D. Employees shall be eligible to cash out up to two hundred (200) hours of vacation and/or sick leave, combined, per fiscal year. The cash-out may be taken in any increment amount up to 200 hours and at any time during the fiscal year. The cash-out of leave will be at the employee's salary rate at the time of cash out. (See Article 13(B).)

**ARTICLE 10
ADMINISTRATIVE LEAVE**

Employees will be credited with administrative leave as follows:

- A. One hundred forty (140) hours administrative leave per fiscal year.
- B. Administrative leave hours will be credited on July 1 of each fiscal year.
- C. Administrative leave hours are not transferable from fiscal year to fiscal year and are not subject to resale back to the City. Hours not used by June 30 are forfeited.

- D. For the basis of recording usage of administrative leave, management employees are considered being on a forty (40) hour work week.
- E. Administrative leave will be prorated for the fiscal year and credited to newly hired department heads.

**ARTICLE 11
CAR ALLOWANCE**

The City shall provide employees the option of the use of a City vehicle.

**ARTICLE 12
OVERTIME PAYMENT**

Management employees are not eligible for overtime compensation.

**ARTICLE 13
SICK LEAVE**

- A. **SICK LEAVE ACCUMULATION** – Sick leave is accumulated at the rate of ten (10) hours per month, for a total of one hundred twenty (120) hours per fiscal year. Time is charged to the employee on a monthly basis.
- B. **SICK LEAVE CASH OUT** – Employees shall be eligible to cash out up to two hundred (200) hours of vacation and/or sick leave, combined, per fiscal year. The cash-out may be taken in any increment amount up to 200 hours and at any time during the fiscal year. The cash-out of leave will be at the employee's salary rate at the time of cash out. (See Article 9(D).)
- C. **PAY ON TERMINATION** – Employees who separate from city service due to retirement, resignation, layoff or death shall be paid one hundred percent (100%) of their accumulated and unused sick leave at their current hourly rate at separation after a minimum of five (5) consecutive years of satisfactory service with the City.

**ARTICLE 14
BEREAVEMENT LEAVE**

Any eligible employee who is absent from work by reason of a death in the immediate family may be allowed a leave of absence with pay. The employee may be allowed up to three (3) cumulative working days (30 hours) (per occurrence may be allowed for in-state services and up to five (5) cumulative working days (50 hours) per occurrence may be allowed for out-of-state services, which will not be deducted from the employee's sick leave. This leave must be requested in writing, with the approval of the City Administrator and the Director of Human Resources, or their designees.

For purposes of this article, "immediate family" is defined as wife, husband, domestic partner, mother, father, grandparents, brother, sister, children or stepchildren, grandchildren, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or parents-in-law of the employee.

ARTICLE 15
SALARY RATES AND STEP ADVANCEMENT

- A. Employees shall be paid in accordance with the Wage and Salary Plan.
- B. Each employee shall be assigned to an appropriate classification and salary step in the Wage and Salary Plan. Thereafter, advancement in said Plan shall be governed by the terms and provisions of this Agreement and applicable City resolutions.

The Wage and Salary Plan establishes the classifications of employees and the range of salary for each classification on a step basis as therein set forth. Advancement on the salary plan shall progress as follows:

Step 1: shall be for a period of six (6) months of continuous service within the step. At the completion of six (6) months within Step 1, an employee shall progress to Step 2, as provided in this Article.

Step 2: shall be for a period of six (6) months of continuous service within the step. At the completion of six (6) months within Step 2, an employee shall progress to Step 3, as provided in this Article.

Step 3: shall be for a period of twelve (12) months of continuous service within the step. At the completion of twelve (12) months within Step 3, an employee shall progress to Step 4, as provided in this Article.

Step 4: shall be for a period of twelve (12) months of continuous service within the step. At the completion of twelve (12) months within Step 4, an employee shall progress to Step 5, as provided in this Article.

Step 5: shall be for a period of twelve (12) months of continuous service within the step. At the completion of twelve (12) months within Step 5, an employee shall progress to Step 6, as provided in this Article.

Step 6: shall be for a period of twelve (12) months of continuous service within the step. At the completion of twelve (12) months within Step 6, an employee shall progress to Step 7, as provided in this Article.

Step 7: is the top (final) step in the Wage and Salary Plan.

- C. All advancement in the classification plan to a next higher step upon completion of the minimum length of service required for advancement shall be on a step basis. However, the City reserves the right to extend the time an employee must remain within a step due to unsatisfactory performance, or due to extended or substantial periods of absence from service

by the employee. Such advancement shall be granted for continuous and satisfactory service by the employee in the performance of duties, as set forth in the employee's class, based upon the employee's entire performance. The City shall attempt to inform the employee prior to the evaluation, if the employee's work is unsatisfactory, and the employee is in danger of not receiving an increase, based upon the evaluation.

- D. For newly hired employees, the City reserves the right to determine at what step such newly hired employees shall be placed.

ARTICLE 16 GRIEVANCE PROCEDURE

If an employee has been the subject of discipline which has resulted or could result in the loss of pay, and has been afforded his or her Skelly pre-discipline rights, he or she should go to Step 3 of this procedure for further post-discipline action.

If an employee has been the subject of discipline which has not resulted in the loss of pay or if an employee wishes to pursue a grievance not related to discipline, he or she shall use the following procedure beginning with Step 1.

All notices required to be delivered pursuant to the following procedure shall be delivered personally or by mail, and if the latter method is used, shall be subject to the provisions of Code of Civil Procedure, Section 1013.

Note: A public safety officer has the right under Government Code, Section 3306 to respond in writing to any adverse comment placed in his or her personnel file within thirty (30) days of his or her receipt of such adverse comment. The placement of such an adverse comment in a personnel file does not in every case guarantee the officer the right to proceed through the following procedure.

STEP 1: The employee may protest the discipline or action which forms the basis of the grievance to the City Administrator within ten (10) days from the date of the imposition of the discipline or the action upon which the grievance is based, if no discipline has been imposed. Any such protest shall be in writing. The City Administrator shall meet with the affected employee and/or his or her authorized representative within ten (10) days from the receipt of the written grievance to discuss the discipline/action.

STEP 2. The City Administrator shall respond to the employee, in writing, within ten (10) days of the meeting required by Step 1.

If discipline has resulted in loss of pay and the Skelly Procedure has been followed, then the following steps shall apply.

STEP 3. If a resolution of the matter has not been attained, and the employee desires further consideration, the employee shall notify the Personnel Officer (City Administrator), in writing, within ten (10) days from the date of the decision pursuant to Step 2.

STEP 4. If a resolution of the matter has not been attained, and the employee desires further consideration, the Personnel Officer shall forward said recommendation and findings to the City Council for consideration at its next regularly scheduled meeting. At said meeting, the City Council shall review and consider the record of the proceedings and shall accept, reject or modify the recommendation and/or findings.

STEP 5. Written notice of the decision and any required findings of the City Council shall be delivered to the employee within ten (10) days of the meeting referred to in Step 4.

STEP 6. The decision of the City Council shall be and is subject to the provisions of Code of Civil Procedure, Section 1094.6.

STEP 7. Firefighters (as defined by Government Code Section 3251(a), or its successor) subject to “punitive action” (as defined by Government Code Section 3251(b) or its successor):

- A. May appeal the City Council decision by filing a written request for binding arbitration within fifteen (15) days of the date of the City Council’s decision. The request for appeal shall be sent to the Mayor. The Mayor shall forward the request for appeal to the City Administrator.
- B. Within ten (10) calendar days of receipt by the City Administrator of a timely request for appeal, the Parties shall confer by writing, telephone or in person, to select a mutually agreeable arbitrator. If said meeting either does not occur or if said meeting does not result in the selection of an arbitrator, then within fifteen (15) calendar days of receipt by the City Administrator of a timely request for appeal, the City Administrator shall mail to the State Mediation and Conciliation Service, a request that a list of seven (7) qualified potential arbitrators be sent jointly to the appellant and to the City Administrator.
- C. Within ten (10) calendar days of mailing by the State Mediation and Conciliation Service of such list, the Parties shall by telephone or other mutually acceptable means, select an arbitrator by means of alternate striking of names until one name remains. Said individual shall be the arbitrator. Determination of which party shall make the initial strike shall be by lot.
- D. Within five (5) calendar days of said selection process being completed, the City Administrator shall mail written notice to the State Mediation and Conciliation Service of the identity of the individual mutually selected to hear the grievance matter.
- E. The hearing shall commence on a date mutually agreeable to the Parties and to the arbitrator, but in no case greater than thirty (30) calendar days after selection of the arbitrator, unless otherwise mutually agreed to by the Parties.
 1. All arbitration hearings shall be closed to the public unless the employee requests, in writing, no later than forty-eight (48) hours before the hearing, that the hearing be open.

2. Subpoenas shall be issued by the arbitrator at the request of either party. The Administrative Procedures Act rules governing the issuance and validity of subpoenas shall also govern the issuance and validity of subpoenas issued herein.
 3. The hearing need not be conducted in accordance with technical rules relating to evidence and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence on which reasonable persons are accustomed to rely on in the conduct of serious affairs, regardless of the existence of any common law or statutory rules which might make improper the admission of such evidence over objection in civil actions. Hearsay evidence may be used for the purpose of supplementing or explaining any direct evidence but shall not be sufficient in itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege shall be effective to the same extent that they are now or hereafter may be recognized in civil and criminal actions. Irrelevant and unduly repetitious evidence shall be excluded.
- F. The arbitrator shall determine relevancy, weight, and credibility of testimony and evidence. During the examination of a witness, all other witnesses, except the Parties, shall be excluded from the hearing unless the arbitrator, for good cause, otherwise directs. However, both Parties shall be permitted to designate an investigator or assistant to be present at the hearing, even if such person is or may be a witness. The arbitrator shall render judgment as soon after the conclusion of the hearing as possible but in no event later than thirty (30) calendar days after submission of closing arguments. The decision shall set forth which charges, if any, are sustained and the reasons therefore. The decision shall set forth findings of fact and conclusions of law. The arbitrator's decision shall be binding.
- G. The City shall record the arbitration. Each party shall bear its own costs where the ordering of transcripts is a voluntary act. Each party shall bear its own witness and attorney fees. Additionally, each party shall equally share all fees and costs billed by the arbitrator.

ARTICLE 17 AGENCY PERSONNEL RULES

It is understood and agreed that there exists within the City in written and unwritten form, certain personnel rules, policies, and practices which establish uniform and orderly methods of communications between the City and its employees for the purpose of promoting improved employer-employee relations, which will continue in effect, except for those provisions which may be modified by the City Council during the term of this Agreement in accordance with orders, regulations, official instructions or policies. Rialto Municipal Code Chapter 2.51.080 provides for advance notice of proposed changes. Provision is also made for emergency cases.

ARTICLE 18 NON-DISCRIMINATION

- A. The parties mutually agree to protect the rights of all employees covered by this Agreement to join and/or participate in, protected Association activities or to refrain from joining or participating in protected activities in accordance with Government Code Sections 3500, et.

seq., and this MOU. The parties agree that no employee shall be subject to harassment or retaliation for pursuit of such rights.

- B. The City and Association agree that they shall not discriminate against any employee because of race, color, sex, age, national origin, political or religious opinions or affiliations or upon any other basis provided in State or Federal law which is applicable to the City.

ARTICLE 19 AGENCY AUTHORITY

The authority of the City includes, but is not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; exercise complete control and discretion over its organization and the technology of performing its work, provided, however, that the exercise and retention of such rights does not preclude employees or their representatives from consulting or raising grievances over the practical consequences that decisions on these matters may have on wages, hours and other terms and conditions of employment.

ARTICLE 20 FULL UNDERSTANDING, MODIFICATION AND WAIVER

The parties acknowledge that during the negotiations which resulted in this Memorandum of Understanding each had the opportunity to make demands and proposals with respect to any subject or matter within the scope of representation. The understandings arrived at after the exercise of that right are set forth in this Memorandum of Understanding and constitutes the complete and total contract between the City and Association with respect to wages, hours, and other terms and conditions of employment; provided, however, that all practices enjoyed by the employees at the present time, which are not included in, or specifically changed by this Memorandum of Understanding, shall remain in full force and effect, unless modified by mutual agreement of both parties. In cases of proposed changes, the Association shall be given reasonable advance notice and the opportunity to meet and confer on said changes prior to implementation. Any prior or existing Memoranda of Understanding between the parties regarding any matter within the scope of representation are hereby superseded and terminated in their entirety.

Therefore, the City and Association for the life of this Memorandum of Understanding, each voluntarily waives the right to meet and confer with respect to any subject or matter referred to or covered in this Memorandum of Understanding unless otherwise mutually agreed to.

**ARTICLE 21
EMERGENCY WAIVER PROVISION**

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of this Memorandum of Understanding or the Personnel Rules or 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 over, the Association shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the Memorandum of Understanding and any Personnel rules and policies.

**ARTICLE 22
SAVINGS CLAUSE**

If any of the provisions contained in this Agreement are determined to be unlawful, then only such provisions shall be deleted from this Agreement with the remainder of the Agreement remaining in full force and effect.

**ARTICLE 23
RIALTO FITNESS CENTER**

Employees, employees' spouses, retirees, and retirees' spouses shall be allowed free use of the Rialto Fitness Center during normal operating hours as long as the City has managerial control of the facility. Employees, employees' spouses, retirees, and retirees' spouses shall adhere to the same regulations regarding reservations and the use and care of the facilities as the general public.

**ARTICLE 24
UNIT DEFINITION**

The following classifications comprise the Bargaining Unit, as represented by the Association:

Director of Administrative and Community Services
Director of Development Services/Assistant City Administrator
Director of Public Works/City Engineer
Fire Chief
Director of Management Services
Police Chief

Classifications within the bargaining unit may be changed, added, or deleted based upon mutual agreement by the parties or upon action by the City Council.

**ARTICLE 25
MAINTENANCE OF EXISTING BENEFITS**

Except as herein provided, all wages, hours, working conditions, benefits, privileges, and other terms and conditions of employment enjoyed by affected employees prior to the effective date

hereof shall remain in full force and effect during the entire term of this Agreement unless agreed to the contrary by both parties.

**ARTICLE 26
BILINGUAL PAY**

The City shall pay fifty dollars (\$50) per pay period for employees whose position has been designated as bilingual and who pass the City examination for fluency in Spanish.

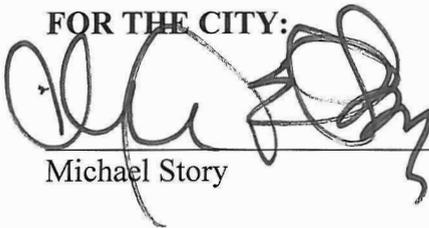
**ARTICLE 27
LONGEVITY PAY**

Employees with ten (10) or more years of cumulative service with the City shall receive longevity pay subject to the following terms and conditions:

<u>Years of City Service</u>	<u>Hours Earned on Anniversary</u>
0 years through 9 years	None
10 years through 14 years	1.5% of base salary
15 or more years	2.25% of base salary

This Agreement shall become effective upon ratification by the City Council and the Association:

FOR THE CITY:



Michael Story

FOR THE ASSOCIATION:



Robb Steel

7/29/15

Date:

7/23/15

APPENDIX A
SALARY RANGES

Class Coc	Position Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Bargaining Unit	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4201	Assistant City Administrator/Director of Development Services ⁸	7700	\$11,321	\$11,887	\$12,481	\$13,106	\$13,761	\$14,449	\$15,171	CGMA	65,313	68,579	72,006	75,612	79,390	83,360	87,525
1302	Director of Administrative and Community Services ⁴	7500	\$10,776	\$11,315	\$11,880	\$12,474	\$13,098	\$13,753	\$14,441	CGMA	62,168	65,276	68,540	71,967	75,565	79,344	83,311
1101	Director of Management Services	7000	\$9,524	\$10,000	\$10,500	\$11,025	\$11,577	\$12,156	\$12,763	CGMA	54,947	57,695	60,579	63,608	66,789	70,128	73,635
8001	Director of Public Works/City Engineer ⁴	7500	\$10,776	\$11,315	\$11,880	\$12,474	\$13,098	\$13,753	\$14,441	CGMA	62,168	65,276	68,540	71,967	75,565	79,344	83,311
6001	Fire Chief	7800	\$11,604	\$12,184	\$12,793	\$13,433	\$14,105	\$14,810	\$15,551	CGMA	66,946	70,292	73,806	77,498	81,375	85,442	89,717
7001	Police Chief	7900	\$11,894	\$12,489	\$13,114	\$13,769	\$14,458	\$15,181	\$15,940	CGMA	68,622	72,053	75,655	79,438	83,410	87,581	91,960