

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF AZUSA**

**AND THE**

**AZUSA MIDDLE MANAGEMENT**

**ASSOCIATION**

**EFFECTIVE**

**AUGUST 1, 2014 THROUGH JUNE 30, 2018**

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**CITY OF AZUSA  
AZUSA MIDDLE MANAGEMENT ASSOCIATION  
MEMORANDUM OF UNDERSTANDING  
August 1, 2014 through June 30, 2018**

This Memorandum of Understanding is entered into with reference to the following facts:

(1) The Azusa Middle Management Association (AMMA) (hereinafter referred to as "Association") is the recognized employee organization representing those personnel (hereinafter referred to as "employees") employed by the City of Azusa (hereinafter referred to as "City"), and occupying classifications in Exhibits A.

(2) In the interest of maintaining harmonious relations between the City and those employees represented by the Association, authorized representatives of the City and the Association have met and conferred in good faith, exchanging various proposals concerning wages, hours and other terms and conditions of employment to affected employees.

(3) The authorized representatives of the City and the Association have reached an understanding and 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 of Azusa for approval and implementation of these changes by appropriate ordinance, resolution, or other lawful action.

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

**1. TERM OF MEMORANDUM OF UNDERSTANDING**

The term of this Memorandum of Understanding (MOU) shall commence August 1, 2014 and shall continue in full force and effect until June 30, 2018

**2. TOTAL COMPENSATION**

As a matter of philosophy, the Association and the City recognize that compensation consists of terms and conditions of employment other than those represented solely by salary. Further, the City and the Association recognize that the changes in wages, hours and other terms and conditions of employment as set forth in this Memorandum of Understanding constitute additions to the total compensation received by affected employees.

**3. NON-DISCRIMINATION**

**3.1 Protection of Rights**

The parties mutually recognize and agree to protect the rights of all employees hereby to join and/or participate in protected Association activities or to refrain from joining or participating in protected activities in accordance with Government Code Section 3500, et seq.

**3.2 Anti-Discrimination**

The City and the Association agree that they shall not discriminate against any employee because of race, color, sex, age, national origin, political or religious opinions or affiliations. The City and the Association shall reopen any provisions of this Agreement for the purpose of complying with any final order of the federal or state agency or court of competent jurisdiction

requiring a modification or change in any provision or provisions of this Agreement in compliance with state or federal anti-discrimination laws.

#### **4. SEPARABILITY**

Should any provisions of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding shall remain in full force and effect for the duration of this Memorandum of Understanding.

#### **5. MAINTENANCE OF EXISTING BENEFITS**

Except as provided herein, all wages, hours and economic terms and conditions of employment presently enjoyed by employees shall remain in full force and effect during the entire term of this Memorandum of Understanding unless mutually agreed to the contrary by both parties hereto.

#### **6. CITY RIGHTS**

##### **6.1 Management Rights**

The City reserves, retains and is vested with, solely and exclusively, all rights of Management which have not been expressly abridged by specific provision(s) of this Memorandum of Understanding or by law to manage the City, as such rights existed prior to the execution of this Memorandum of Understanding. The sole and exclusive rights of Management, as they are not abridged by this Memorandum of Understanding or by law, shall include, but not be limited to, the following:

- 6.1.1** To manage the City generally and to determine the issues of policy.
- 6.1.2** To determine the existence or nonexistence of facts, which is the basis of the Management decision.
- 6.1.3** To determine the necessity and organization of any service or activity conducted by the City and expand or diminish services.
- 6.1.4** To determine the nature, manner, means, and technology, and extent of services to be provided to the public.
- 6.1.5** To determine methods of financing.
- 6.1.6** To determine types of equipment or technology to be used.
- 6.1.7** To determine and/or change the facilities, methods, technology, means, and size of the work force by which the City operations are to be conducted.
- 6.1.8** To determine and change the number of locations, relocations, and types of operations, processes and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operations of the City.
- 6.1.9** To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments.
- 6.1.10** To relieve employees from duties for lack of funds or lack of work or similar nondisciplinary reasons

- 6.1.11 To establish and modify productivity and performance programs and standards.
- 6.1.12 To discharge, suspend, demote or otherwise discipline employees for proper cause.
- 6.1.13 To determine job classification and to reclassify employees.
- 6.1.14 To hire, transfer, promote or demote employees for nondisciplinary reasons in accordance with this Memorandum of Understanding and applicable Resolutions and Codes of the City.
- 6.1.15 To determine policies, procedures and standards for selection, training and promotion of employees.
- 6.1.16 To establish employee performance standards including, but not limited to, quality and quantity standards and to require compliance therewith.
- 6.1.17 To maintain order and efficiency in its facilities and operation.
- 6.1.18 To establish and promulgate and/or modify rules and regulations to maintain order and safety in the City, which are not in contravention with this Agreement.
- 6.1.19 To take any and all necessary action to carry out the mission of the City in emergencies.

**6.2 Conformance with Rules**

The City shall have the right to exercise the rights provided in sections 6.1.9 through 6.1.16 of the Management rights clause, in accordance with the City of Azusa Rules of the Civil Service System and exercise these rights in conformance with the Civil Service rules.

**6.3 Meet and Confer**

Except in emergencies, or where the City is required to make changes in its operations because of the requirements of law, whenever the exercise of Management's rights shall impact on employees of the bargaining unit, the City agrees to meet and confer with representatives of the Association regarding the impact of the exercise of such rights, unless that matter of the exercise of such rights is provided for in this Memorandum of Understanding, or in Personnel Rules and Salary Resolutions and Administrative Code(s) which are incorporated in this Agreement. By agreeing to meet and confer with the Association as to the impact and the exercise of any of the foregoing City Rights, Management's discretion in the exercise of these rights shall not be diminished.

**7. WORKWEEK AND TIMEKEEPING INTERVAL**

**7.1 Workweek**

The regular workweek for all employees covered by this agreement shall be forty (40) hours for a seven (7) day period beginning at 12:01 a.m. each Sunday and shall consist of four (4) days a week and ten (10) hours per day Monday through Thursday. Daily hours of work or shifts for employees within departments shall be assigned by the department head, as required to meet the needs of the department.

- 7.1.1 Notwithstanding 7.1, the City may maintain a five, eight-hour days per week schedule for employees currently assigned to such a schedule. Further, the City

may assign a five, eight-hour per week schedule to employees preferring to work such a schedule.

## **7.2 Workday**

The workday will consist of ten and one half (10½) hours with lunch and breaks to be scheduled in light of the departmental policy. The City reserves the right to determine the beginning and ending times of the work day.

## **7.3 Timekeeping Interval**

In compliance with FLSA, the minimum timekeeping interval shall be one (1) ten (10) hour day.

# **8. SALARY**

## **8.1 Salaries Effective July 1, 2014**

The current base monthly salaries of employees in the unit covered by this MOU are set forth in "Exhibit A."

## **8.2 Cost of Living Increase**

The following Cost of Living Adjustments (COLA) shall be implemented as set forth below:

a. Retroactive to July 1, 2014: The City shall provide a 2% COLA to the base monthly salaries in existence as of June 30, 2014 in the unit covered by this MOU.

b. Retroactive to July 1, 2015: The City shall provide a 2% COLA to the base monthly salaries as calculated following the increase referenced in 8.2(a).

c. Fiscal Year 2016 – 2017: The City shall provide a 2% COLA to the base monthly salaries in existence as of June 30, 2016 in the unit covered by this MOU.

d. Fiscal Year 2017 – 2018: The City shall provide a 1% COLA to the base monthly salaries in existence as of June 30, 2017 in the unit covered by this MOU.

The COLA as set forth above shall be implemented as of July 1st of fiscal year. There shall be no other automatic COLA increases unless expressly negotiated and memorialized in written agreement.

## **8.3 Automatic Payroll Deposit**

The City will continue to offer Automatic Payroll Deposit in cooperation with any bank that utilizes the Automated Clearing House service.

## **8.4 Compensation Survey**

The City agrees, upon City Council approval, to undertake a classification and compensation survey as requested at the January 5, 2016, City Council meeting. At that January 5, 2016 meeting, the City Council approved release of a request for proposals for a third party company to perform the classification and compensation survey. The proposed survey will address all active bargaining unit classifications and will be performed during calendar year 2016. In the event the City Council does not approve the hiring of an outside company to perform a classification and compensation survey, the City itself agrees to conduct a total (i.e., salary and benefits)

compensation survey for half of the unit's active positions in calendar year 2016 and for the remaining half of the unit's active positions during calendar year 2017.

## **9. ADDITIONAL COMPENSATION**

### **9.1 Acting Pay**

An employee, assigned the full responsibility and decision making authority of a higher classification shall be paid (from the first day of the assignment), at the lowest step of the pay range for the higher classification that provides at least a 5% increase but does not exceed the top step of the range for the higher classification.

An employee assigned the majority of the work for a higher classification for a period in excess of 80 consecutive work hours shall be paid, following the 80<sup>th</sup> hour of the assignment, at the lowest step of the pay range for the higher classification that provides at least a 5% increase but does not exceed the top step of the range for the higher classification.

An employee otherwise eligible for acting pay shall not be eligible during scheduled periods of vacation or when on *Sick Leave*.

### **9.2 Automobiles**

The City shall provide automobiles for the employees occupying the following positions:

Assistant Director of Electric Operations

Assistant Director of Water Operations

Other employees may take a City vehicle home when it must be used either before or after the commute for attendance at a meeting or other City-related function, or for the purpose of making the employee available for emergency response.

### **9.3 Bilingual Pay**

The City shall pay an additional \$100 per month to personnel demonstrating a proficiency in a foreign language if they are assigned and required to speak and translate the foreign language in performance of their duties.

An additional payment of \$100 per month shall be paid to those who are proficient in writing a foreign as well. Such payment is conditional upon demonstration of the foreign language proficiency by a qualified third-party examiner mutually agreed upon by both the City and the Association.

Employees may apply for bilingual pay at any time; however, examinations shall be conducted semi-annually

### **9.4 Deferred Compensation (City-paid)**

The City shall provide \$150 per month in deferred compensation.

### **9.5 Educational Incentive Pay**

All employees who possess a **master's degree** from an accredited college or university in an academic subject, or a numbered certificate issued by a State or professional organization,

appropriate to his/her job description, and not a simple membership in a professional organization, shall receive education incentive pay in the amount of \$121 per month.

## **9.6 Longevity Pay**

Employees shall receive *Longevity Pay* as follows:

The monthly *Longevity Pay* for employees shall be in accordance with the following schedule:

10 yrs = \$150  
15 yrs = \$250  
20 yrs = \$350

Notwithstanding the foregoing, employees currently receiving a higher dollar amount of longevity pay than the amount provided for above shall continue to receive the higher dollar amount until eligible for an increase based on the schedule set forth above.

## **10. FLEXIBLE BENEFIT PLAN**

### **10.1 Definition**

Effective August 1, 1993, the City's existing Cafeteria Benefit Plan (CBP) was converted to an IRS Section 125 Flexible Benefit Plan (FBP) administered by either the City or its designee. This plan can be used by the employee to pay, to the extent available, for qualified benefits as determined by the IRS. The employee understands that, in the event the total premiums and/or expenses for qualified benefits selected by him/her exceed the amount of the FBP; the excess shall be deducted from pre-tax wages of the employee. As of February 1, 2016, the City will add vision plan applicability to the FBP.

### **10.2 Amount of Monthly Benefit**

Currently, the City maintains and will continue to maintain during the term of this MOU, a Flexible Benefit Plan contribution in an amount equal to the CalPERS, Los Angeles County, Kaiser Family Plan Rate plus the 2016 Delta Dental PPO Family Plan Rate, for a total Flexible Benefit Plan contribution of one thousand three hundred forty six dollars (\$1346).

As to new unit members who are hired on or after January 1, 2016, the City will maintain a total Flexible Benefit Plan contribution of one thousand two hundred dollars (\$1200). New members may, however, opt out of the Flexible Benefit Plan and receive three hundred dollars (\$300) in lieu of participation.

### **10.3 Eligibility**

In order for an employee to be eligible for the FBP in any given month, he/she must be on payroll on the first work day (excluding recognized paid City holidays) of that month.

A new employee will be eligible for the full FBP applicable to his/her bargaining unit if he/she begins work on the first work day (excluding recognized paid City holidays) of the month. An employee whose date of hire is on the second work day (excluding recognized paid City holidays) of the month or thereafter will not be eligible for the FBP for that month.

If an employee does not meet the qualifying work time in any given month, arrangements must be made with the Finance Department to reimburse the City for any benefits that have already been paid out on the employee's behalf for that month. The Finance Department will notify the employee if he/she has not met the qualifying work time for eligibility for the FBP.



## **10.4 Termination**

The City will not be responsible for payment of any qualified benefits on behalf of the employee following the month of termination. If an employee represented by the Association wishes to continue his/her qualified benefits, advance payment for such qualified benefits will be deducted from the employee's final pay.

## **11. LEAVE TYPES / DAYS OFF**

### **11.1 Administrative Leave**

Employees shall receive fifty (50) hours per year of *Administrative Leave* beginning on July 1, 2006.

An Employee Leave Request must be approved by the appropriate department head prior to the use of *Administrative Leave* and such leave may not be carried over into the next fiscal year or cashed in if not used. Unused *Administrative Leave* may, however, be converted to *Vacation Leave*. An employee who wishes to convert accrued unused *Administrative Leave* to *Vacation Leave* shall notify the Finance Department any time before June 15 of the desired conversion. It is the responsibility of the employee to request conversion.

*Administrative Leave* shall be granted with due regard for the employee's wishes and the operational needs of the department.

### **11.2 Bereavement Leave**

An employee may be permitted to take up to forty (40) hours of *Bereavement Leave* in the event of the death of a member of his or her immediate family. "Immediate family" member is herewith defined as a mother; father, brother, sister, spouse, child, mother-in-law, father-in-law, grandparents or relative living within the employee's household. Persons in loco parentis may also be considered under certain circumstances. Such leave shall not be charged against the employee's *Sick Leave* or vacation.

Bereavement Leave for close personal relationships other than listed relationships may be approved by Department Head and Director of Human Resources.

In addition to *Bereavement Leave*, an employee may request up to twenty (20) hours of *Sick Leave* in the event of the death of an immediate family member. Such leave shall be charged against the employee's accrued *Sick Leave* balance and shall be considered in calculating his or her ability to convert the balance.

### **11.3 Holidays**

#### **11.3.1 Designated Holidays**

The employee shall receive time off with pay for the following holidays but only if the employee is paid for the scheduled workday that precedes and the scheduled workday that follows the holiday. If a holiday falls on an employee's scheduled day off, the employee shall receive the holiday on the next scheduled business day.

The dates upon which these holidays shall be observed are listed below:

Holiday Schedule	Month	2015-2016	2016-2017	2017-2018
Independence Day	July	6	4*	4
Labor Day	Sept	7*	5*	4*
Columbus Day	Oct	12*	10*	9*
Veteran's Day	Nov	11	11	11
Thanksgiving Day	Nov	26	24	23
Christmas Day	Dec	25	26*	25*
New Year's Day	Jan	1*	2*	1*
Martin Luther King Day	Jan	18*	16*	15*
President's Day	Feb	15*	20*	19*
Memorial Day	May	30*	29*	28*

\* = Monday

### 11.3.2 Floating Holidays

The City and the Association agree to two floating holidays of ten (10) hours each. All floating holidays shall be requested in advance from the appropriate department head or division chief. Enough employees shall remain at work during floating holidays so that the City's business may be conducted. Floating holidays shall accrue on July 1 and must be taken by the following June 30, or the hours will be forfeited.

### 11.4 Industrial Leave

A regular employee who is temporarily or permanently incapacitated as a result of injury or illness determined to be compensable under the Workers' Compensation Act shall be granted *Industrial Leave* under the following terms and conditions:

- 11.4.1 An employee granted *Industrial Leave* shall continue to be compensated at his regular rate of pay in lieu of temporary disability payments.
- 11.4.2 Should it be determined that an employee's illness or injury did not arise in the course of the employee's employment with the City or that the employee is not temporarily or permanently incapacitated or disabled as a result of the injury or illness, then the employee's accrued or, if insufficient, future *Sick Leave* shall be charged to reimburse the City for any payments made to the employee pursuant to (1) above.
- 11.4.3 An *Industrial Leave* of up to ninety (90) calendar days shall be authorized for each injury or illness determined to be compensable under the Workers' Compensation Act. Paid leave may be continued subject to review by the City Council at the end of such ninety (90) calendar day period to a maximum of one

(1) calendar year. Supporting medical documentation must accompany such requests for leave and be submitted thirty (30) days prior to expiration date.

**11.4.4** Except as provided in (2) above, no employee shall have accrued *Sick Leave* deducted while on *Industrial Leave*. *Vacation* and *Sick Leave* shall accrue for an employee on *Industrial Leave*.

**11.4.5** *Industrial Leave* shall expire when one of the following conditions occurs:

**11.4.5.1** Employee is able to return to work to his/her regular position.

**11.4.5.2** The day before the employee is retired or separated for disability. The employee's "retirement date" shall be the first of the month after all of the following occur and are determined by the California Public Employees' Retirement System:

**11.4.5.2.1** The employee's condition is determined to be permanent or of an extended duration.

**11.4.5.2.2** The degree of disability precludes continued employment by the employee in his present position.

**11.4.5.2.3** After fifty-two (52) weeks of industrial disability payments.

**11.4.6** Physicians may be assigned in compliance with the Health and Safety Code and the Workers' Compensation Laws of the State of California (Ref.: Section 4600 - Labor Code.)

## **11.5 Sick Leave**

*Sick Leave* shall not be construed as a right except where as required by law, but shall be allowed only in case of necessity or actual sickness, disability, or other reason for which sick leave may be used under the California Healthy Workplaces, Healthy Families Act. *Sick Leave* must be exhausted before compensatory time off or *Vacation Leave* may be used for *Sick Leave* reasons.

### **11.5.1 Reasons for Use of Sick Leave**

*Sick Leave* shall be granted for the following reasons:

**11.5.1.1** Personal illness or physical incapacity.

**11.5.1.2** The illness of a member of the employee's immediate family (as defined pursuant to the Healthy Workplaces, Healthy Families Act) that require the employee's personal care and attention.

*Sick Leave* use under Section 11.5.1.2 shall be limited to twelve days per year; except that up to twelve weeks per year (running concurrently with family medical leave) may be approved by the department head when a relative covered under Section 11.5.1.2 has an illness, injury, or condition, which may be expected to be of long duration, has no reasonable date of termination and requires continuous or intermittent care by the employee.

- 11.5.1.3 Enforced quarantine of the employee in accordance with Health Department regulations.
- 11.5.1.4 Medical, dental, and optical appointments.
- 11.5.1.5 Personal Business not to exceed a maximum of forty (40) hours during any one (1) year. *Personal business* means those items of *Personal Business* that can only be taken care of during regular working hours of the employee. Personal business leave shall be approved or disapproved by the department head in accordance with this section. Departments are to use the earning code PB for this purpose. *Personal Business* shall be debited against the employee's *Sick Leave* balance but *Sick Leave* taken as *Personal Business Leave* shall not be taken into consideration for the purposes of the *Sick Leave* Cash-In program or with regard to employee performance evaluations. Employees must provide advance notice for *Personal Business Leave* whenever possible.
- 11.5.1.6 Any other lawful reason for which paid sick leave must be allowed pursuant to law, including but not limited to those reasons articulated in the California Healthy Workplaces, Healthy Families Act.

#### **11.5.2 Accrual and Use**

For employees hired prior to January 1, 2011, Sick Leave shall accrue at the rate of ten hours per month for each calendar month of paid employment, with unlimited accumulation.

For employees hired on or after January 1, 2011, Sick Leave shall accrue at the rate of ten hours per month for each calendar year of paid employment. No more than 960 hours of sick leave may be accrued. Balances accrued over 960 hours will be paid out annually at a rate of 25% as a wellness bonus. New City employees that become new unit members, hired on or after February 1, 2016, will not be entitled to any pay out of sick leave; sick leave accruals will simply stop after accrual of 960 hours.

#### **11.5.3 One-Fourth Conversion**

If the employee has used more than three, but not more than six days of *Sick Leave*, excluding time spent on personal business or bereavement, he or she would have the following options:

- 11.5.3.1 Carry over the accrual and add it to his or her *Sick Leave* balance.
- 11.5.3.2 Convert, only to the extent that his/her balance is more than zero at the beginning of the new year, one-fourth of the accrual to *Vacation* or convert one-fourth to cash (but no combination of these two); unused, unconverted leave would then be added to the employee's *Sick Leave* balance.

#### **11.5.4 One-Third Conversion**

If the employee has used no more than three days of *Sick Leave*, excluding time spent on personal business or bereavement, he or she would have the following options:

- 11.5.4.1 Carry over the accrual and add it to his or her *Sick Leave* balance.

- 11.5.4.2** Convert, only to the extent that his/her balance is more than zero at the beginning of the new year, one-third of the accrual to *Vacation* or convert one-third of it to cash (but no combination of these two); unused or unconverted leave would then be added to the employee's *Sick Leave* balance.

A decision to convert *Sick Leave* according to the policies stated shall be made by March 31.

#### **11.5.5 Conversion to Cash upon Retirement or Separation**

The employee may convert fifty percent (50%) of his or her accrued *Sick Leave* balance to cash upon disability retirement (if he or she has been employed by the city a minimum of five (5) years); or voluntary retirement (if he or she has been employed by the city a minimum of ten (10) years).

Upon death of an employee, who has reached permanent status, the City shall convert 50% of the deceased employee's accrued sick leave balance to cash. The cash shall be payable to the deceased employee's beneficiary or estate.

Upon separation for other reasons, employee may convert fifty percent (50%) of his or her accrued *Sick Leave* balance to cash for hours in excess of three hundred twenty (320) hours to a maximum payment of two hundred forty (240) hours.

Upon voluntary separation with at least twenty five (25) years of service with the City, employee may convert one hundred percent (100%) of his or her accrued *Sick Leave* balance to cash.

In case of layoff, the employee shall be allowed to convert 100% of his or her accrued *Sick Leave* balance to cash.

#### **11.5.6 Conversion to Service Credit Upon Retirement**

Pursuant to the terms of the City's contract, as amended, with the California Public Employees' Retirement System, upon voluntary retirement the employee may convert 100% of his or her accrued *Sick Leave* balance, less any amount converted to cash under the provisions of Section 11.5.4, to retirement service credit.

### **11.6 Vacation Leave**

#### **11.6.1 Required Usage and Carryover**

Leave will be credited on a "per-pay-period" basis. Employees shall be required to use one-half (½) of their annual *Vacation* accrual yearly. Employees shall be able to carry over *Vacation* accrual from one year to the next, cumulatively, up to a maximum of seventy-eight (78) times the then-current pay period rate of *Vacation* accrual. New City employees that become new unit members, hired on or after February 1, 2016, will accrue up to a maximum of three hundred (300) hours. Future accrual which exceed the aforementioned maximums, shall be paid to the employee as it is accrued.

Commencing on August 1, 2010, if the employee's balance is at or above the maximum, any accrual in excess of the maximum shall be paid as earned. In special cases where it has not been possible, due to work load or other factors, for the employee to use his or her *Vacation* before reaching a maximum, it shall be within the department head's authority to authorize cash payment in lieu of time off.

**11.6.2 Cash-In Policy**

Employees covered by this Memorandum of Understanding may convert *Vacation* time to cash with administrative approval.

**11.6.3 Accrual**

*Vacation Leave* shall accrue as follows:

Through the 5th year of employment	120 hours
Through the 6th year of employment	128 hours
Through the 7th year of employment	136 hours
Through the 8th year of employment	144 hours
Through the 9th year of employment	152 hours
Through the 10th year of employment	160 hours
Through the 11th year of employment	168 hours
Through the 12th year of employment	176 hours
Through the 13th year of employment	184 hours
Through the 14th year of employment	192 hours
Through the 15th year of employment	200 hours
Through the 16th year of employment	210 hours

**12. COMPUTER LOAN PROGRAM**

Availability of a Computer Loan Program shall cease as of February 1, 2016. While prior loans will continue to be paid back pursuant to the prior terms, no further loans shall be issued.

**13. DAMAGE TO PERSONAL EFFECTS**

If, in the course of business, an employee’s personal clothing or effects are accidentally damaged or destroyed, the employee may submit a claim for reimbursement for up to one hundred dollars (\$100).

Employee will submit claim to their department head for his or her recommendation to the City Administrator for his or her consideration.

**14. EMPLOYEE ASSISTANCE PLAN**

The City will continue to maintain the Employee Assistance Plan.

**15. LAYOFF OR RECLASSIFICATION**

The City agrees that in the event employees represented by the Association are laid off from their employment or are reclassified to a lesser classification, a minimum of forty-five (45) calendar days’ notice will be given to each individual affected employee. Such notice shall be in writing and signed by an appropriate management employee.

**16. LICENSE RENEWAL**

The City agrees to pay the cost of maintaining certifications and licenses that are necessary to maintain the minimum requirements for the licensee’s job.

**17. LIFE INSURANCE**

The City shall provide term life insurance equal to one and one-half (1½) times annual salary.

## 18. PROPRIETARY INFORMATION AGREEMENT

All unit employees will be subject to state and federal laws prohibiting the disclosure of confidential business information, trade secrets and other proprietary information. The City will provide orientation on employee obligations under such laws for existing and new employees.

## 19. RETIREMENT

The City shall continue its contract with the California Public Employee Retirement System CalPERS, for current members at the "2% @ 55 full formula" plan. The City shall also maintain the increased level of the 1959 Survivor Benefit. The City shall continue to pay its portion of the cost except as provided for in this section.

In light of the California Public Employees' Pension Reform Act of 2013 (PEPRA), effective February 1, 2016, all unit members other than "new members" as defined by PEPRA and/or California Government Code section 7522.04(f) shall individually pay an additional 2%, resulting in a total of 7%, of "compensation earnable" as defined in Government Code section 20636, representing the member employee's contribution to the CalPERS. These contributions shall, at the time of termination, belong to the employee. All other required contributions for unit members other than "new members" as defined by the PEPRA and/or California Government Code section 7522.04(f) shall be made by the City. The member's contribution shall be made on a "cost sharing" basis and shall be considered a contribution toward the employer's contribution share.

Unit members who are "new members" as defined by PEPRA and/or California Government Code section 7522.04(f), shall be required to pay a PERS contribution in an amount equal to 50% of the normal cost rate, up to a maximum of 12%, for the Defined Benefit Plan provided for by PEPRA, in which the new member is enrolled, rounded to the nearest quarter of 1% or the current contribution rate of similarly situated employees, whichever is greater, pursuant to Government Code section 7522.30.

Those "new members" shall be enrolled in the 2.7% at 57 Benefit Plan, as provided for in Government Code section 7522.25(e), with a final compensation measurement period of 36 consecutive months as set forth in Government Code section 7522.32(a), and their retirement benefits shall be calculated based on "pensionable compensation" (Section 7522.10) rather than compensation earnable (Section 20636).

### 19.1 Optional Benefits

**19.1.1** The City's contract with the CalPERS includes the additional benefit of *Service Credit for Unused Sick Leave*.

**19.1.2** The City's contract with the CalPERS includes participation in the *Two Years Additional Service Credit* as authorized by the State Legislature.

**19.1.3** The City's contract with CalPERS includes *Employer-Paid Member Contribution as Compensation* in base pay during the final compensation period.

**19.1.4** CalPERS Service Credit for Military Service

The CalPERS *Service Credit for Military Service* Credit Purchase Assistance Plan described below shall be made available to full-time regular employees who have completed their initial probation period with the City.

The City's contract with CalPERS includes the provisions of Section 21024, *Military Service Credit as Public Service*. Eligible employees with qualifying military service can contact CalPERS and arrange to be billed for the service credit (CalPERS' estimate is

\$5,000 per year of service). The City shall reimburse the employee for 25% of the amount of the bill.

If desired, the employee may apply for a loan from the City for the remaining 75%. The employee shall apply for the loan on a City-provided loan application. If the employee qualifies, the City will fund the loan on an interest-free basis. Loan payments must be by payroll deduction. Each loan payment period shall not exceed six years. The City may require collateral.

Any remaining loan balance must be paid in full at the time of separation of employment. Payment will be made directly and/or by deduction from the last paycheck. In the event an outstanding balance remains, the employee is responsible for making payment arrangements. The failure to make full payment will obligate the employee to pay the City's attorney's fees in any restitution process.

## **19.2 PARS Retirement Enhancement**

Beginning July 1, 2007, employees agreed to pay for Public Agency Retirement Services benefits which add a half percent (0.5%) to the PERS 2% at age 55 formula, such that at age 55, the benefit factor would equate to 2.5% in total between PERS and PARS. The PARS program which employees agreed to pay for is commonly referred to as the "stackable plan" meaning that the half percent (0.5%) benefit factor is added to the amount provided by the PERS program regardless of the age of the retiring employee, provided, however, the retiring employee has reached the qualifying retirement age of 55.

Effective July 1, 2007 through December 31, 2008, the City will contribute the initial one percent (1%) cost of the PARS program. Up to seven and one half percent (7.5%) of the remaining cost will come out of the employee's base pay as an employee contribution payroll deduction administered by the City. The City will contribute any balance beyond the initial one percent (1%) and the employee contribution.

Effective January 1, 2009 the City will contribute an additional five percent (5%) of the employee's contribution. The employee's contribution will cap at two and one half percent (2.5%). Effectively the City will contribute the first six percent (6%); the employee will contribute the next two and one half percent (2.5%) and then the City will contribute any portion beyond the eight and one half percent (8.5%).

- 19.2.1** All amounts deducted from employees' base pay will be tax deferred.
- 19.2.2** Retiring employees must be vested 5 consecutive years with the City of Azusa, and must be age 55 or above to be eligible for PARS retirement benefits.
- 19.2.3** Employees must pay into the PARS program for one year before they can be eligible to retire.
- 19.2.4** Prior years served in other Cities under the PERS program will be counted toward service credit when the PARS benefit is calculated and made part of benefit upon retirement.
- 19.2.5** Like PERS, the employee can take their contribution out of PARS in cash when separated from the City, plus interest accrued @ 4% per year.
- 19.2.6** Basis for PARS portion of retirement calculation is single highest year of salary.



- 19.2.7 For purposes of PERS benefit calculation, the employee's contribution to PARS is considered as a part of base salary; hence it does not affect PERS retirement calculation.
- 19.2.8 No Association employee may opt out of participation in the PARS program.
- 19.2.9 The cost to participate in PARS is not fixed and may be changed depending on future cost studies for bargaining group.

### **19.3 Health Insurance During Retirement**

Beginning with the first month after retirement, for employees who, at the time of retirement from the City of Azusa, have attained the age of fifty (50) and have at least fifteen (15) cumulative years of service with the City of Azusa, the City will reimburse monthly to the employee, until the employee passes away, an amount equal to seventy five percent (75%) of the single-coverage premium in the employee's comprehensive health insurance plan. For employees who, at the time of retirement from the City of Azusa, have attained the age of fifty (50) and have at least twenty (20) cumulative years of service with the City of Azusa, the City will reimburse the employee an amount equal to one hundred percent (100%) of the single-coverage premium in the employee's comprehensive health insurance plan, or one hundred percent (100%) of the coverage premium for the retiring employee and their spouse (at the time of retirement) at the lowest available health maintenance organization (HMO) premium; in the event that the employee passes away and is survived by an eligible spouse, the coverage for the surviving spouse shall continue until he or she passes away. The amount of the City's contribution shall vary, up or down, depending upon the employee's choice of health insurance carrier and its periodic changes in its rates. The minimum contribution (currently \$105 per month, effective January 1, 2011 increases to \$108 per month) that the City pays directly to CalPERS shall be considered to be part of that portion paid by the City. If a retired employee maintains health insurance other than a CalPERS plan, the maximum amount the City will pay for the insurance premium will not exceed the single premium for the CalPERS Care plan.

### **19.4 Monthly Cash Payout Option Equivalent to Health Insurance Benefit Upon Retirement**

Employees with qualified medical retirement benefits as defined in section 19.3, and who retire under PERS from the City of Azusa, may elect to be paid a Cash Equivalent amount on a monthly basis regardless of whether they are paying a health insurance premium. The employee must indicate his or her choice of this option within 30 days of retirement from the City of Azusa of his or her interest in being paid a Cash Equivalent amount. If employee elects to choose a Cash Equivalent payment, the City will pay monthly to retired employee until the retired employee passes away, a cash amount equivalent to the single-coverage premium in the Cal PERS Care health plan based on the percentage benefit the retired employee is eligible to receive as defined in section 19.3. For example, an employee at age 50 with 15 years with the City would be eligible to receive a cash equivalent payment on a monthly basis equal to 75% of this cost as set forth by the CalPERS Care plan, including monthly adjustments to account for increases in the premium amounts as set forth by CalPERS Care.

### **19.5 Retirement Medical Trust Policy and Planning Committee**

The City agrees to form a retirement medical trust (RMT) policy and planning committee, which will include City bargaining group representatives and City Human Resources staff. The Parties agree to participate in good faith in the RMT policy and planning committee. AMMA further agrees to discuss future retirement benefit options that may be developed pursuant to this RMT policy and planning committee as they may relate to future changes in retiree medical benefits which may be offered on a City wide basis. Participation by AMMA in the policy and planning committee, including participation in discussions related to policy formation, will not obligate the

City or the unit to anything more than a discussion on the issues. Eventually, the parties may negotiate terms and reach an agreement before any changes on these issues can be implemented. Absent an agreement by both parties, the status quo shall remain.

#### **20. TUITION REIMBURSEMENT**

The City's Tuition Reimbursement Administrative Policy, as of the adoption of this MOU, is incorporated herein and applied to unit members for tuition reimbursement.

#### **21. UNIFORM ALLOWANCE**

Retroactive to July 1, 1996, employees that are permanently assigned to work in departments wherein employees typically receive a uniform allowance shall receive a uniform allowance commensurate with that of their respective work groups.




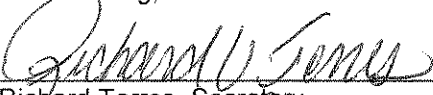


#### **22. REOPEN OF NEGOTIATIONS DURING TERM OF AGREEMENT**

The parties shall re-open negotiations if (1) the City performs and completes a compensation and class survey dealing with bargaining unit positions; (2) the City establishes a Retiree Medical Trust, (3) the City management medical coverage is subject to the so-called Cadillac Tax pursuant to the Affordable Care Act (ACA), or (4) the City establishes an excess vacation annuity fund. This re-opener does not obligate the unit to anything more than a discussion on the issues and eventually the parties may negotiate terms and reach an agreement before any changes on these issues can be implemented. Absent an agreement by both parties, the status quo shall remain.


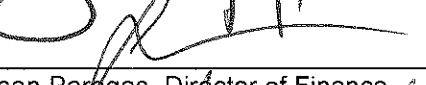
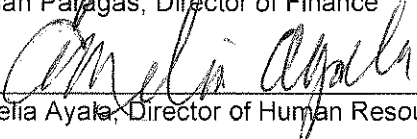
#### **23. EXHIBIT A - AMENDMENT**

Effective February 1, 2016, the Power Resources Scheduler position is added to Exhibit A of this MOU as an AMMA represented position. Incumbent shall be considered an existing employee and current member in determining the compensation and benefits of this MOU for the added position. The parties agree, however, that the addition of the Power Resources Scheduler into the AMMA bargaining unit is based upon the functions performed, discharged and associated responsibilities, which are substantially beyond those duties and responsibilities performed by similarly titled positions in other agencies.

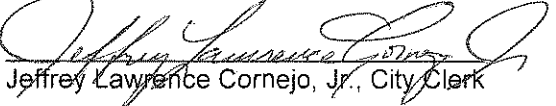
**AZUSA MIDDLE MANAGEMENT ASSOCIATION**

 Cary Kalscheuer, President	2-10-16 Date
 Mike Guadagnino, Vice President	2-11-16 Date
 Steven Yang, Treasurer	2/10/16 Date
 Richard Torres, Secretary	2/10/16 Date
 Hien Vuong, AMMA Member At Large	2-10-16 Date
 Mike McGill, Labor Specialist, Adams, Ferrone & Ferrone	2/16/16 Date

**CITY OF AZUSA**

 Troy L. Butzlaff, ICMA CM, City Manager	2/17/16 Date
 Susan Paragas, Director of Finance	2/17/16 Date
 Amelia Ayala, Director of Human Resources and Risk Management	2-17-16 Date

**ATTEST:**

  
Jeffrey Lawrence Cornejo, Jr., City Clerk

**APPROVED AS TO FORM AND CONTENT:**

  
Marco Martinez, Best Best & Krieger

CITY OF AZUSA  
AMMA SALARY SCHEDULE

EFFECTIVE 07/01/2014 - 2% COLA

Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
ASSISTANT CITY CLERK	3243	4,879.74	5,089.73	5,310.14	5,541.62	5,784.61
ASSISTANT DIRECTOR OF FINANCE	3344	6,418.42	6,745.07	7,088.32	7,449.03	7,828.07
ASST DIR OF COMM DEVEL	3505	7,915.70	8,318.83	8,742.48	9,187.76	9,655.67
ASST DIR OF ECONOMIC&COMM DEV	3505	7,915.70	8,318.83	8,742.48	9,187.76	9,655.67
ASST DIR PUBLIC WKS/CTY ENGINR	3531	8,348.35	8,765.79	9,204.08	9,664.28	10,147.49
ASST DIR-CUST CARE & SOLUTIONS	3557	8,903.14	9,348.29	9,815.70	10,306.48	10,821.92
ASST DIR-ELECTRIC OPER	3557	8,903.14	9,348.29	9,815.70	10,306.48	10,821.92
ASST DIR-RESOURCE MGMT	3570	10,104.58	10,609.81	11,140.49	11,697.92	12,283.31
ASST DIR-WATER OPER	3557	8,903.14	9,348.29	9,815.70	10,306.48	10,821.92
ASST LIBRARY DIRECTOR	3348	6,012.78	6,313.40	6,629.05	6,960.50	7,308.52
BUILDING OFFICIAL	3435	6,908.85	7,254.28	7,617.00	7,997.85	8,397.74
CITY LIBRARIAN	3348	6,012.78	6,313.40	6,629.05	6,960.50	7,308.52
COMMUNITY IMPROVEMENT MANAGER	3370	6,270.18	6,583.67	6,912.87	7,258.53	7,621.44
ELECTRICAL ENGINEER	3448	7,168.72	7,527.14	7,903.50	8,298.68	8,713.59
INFORMATION SYSTEMS MANAGER	3345	6,927.74	7,274.12	7,637.83	8,019.73	8,420.70
MANAGEMENT ANALYST	3295	4,715.53	5,010.25	5,304.97	5,599.69	5,894.42
MANAGEMENT ANALYST-ADMIN (NON-REPRESENTED)	3295	4,715.53	5,010.25	5,304.97	5,599.69	5,894.42
NEIGHBORHOOD SERVICES COORD	3210	5,670.37	5,953.41	6,252.14	6,563.90	6,891.30
POWER RESOURCES COORDINATOR	3455	7,734.98	8,121.71	8,527.80	8,954.19	9,401.55
PRINCIPAL CIVIL ENGINEER	3440	7,046.10	7,406.37	7,784.70	8,181.93	8,599.01
REC SUPER-OPER & PARKS	3365	5,846.67	6,138.97	6,445.90	6,768.20	7,106.62
REC SUPER-PROGRAMS & SVCS	3365	5,846.67	6,138.97	6,445.90	6,768.20	7,106.62
RECREATION SUPERINTENDENT	3365	5,846.67	6,138.97	6,445.90	6,768.20	7,106.62
SENIOR ELECTRICAL ENGINEER	3515	8,285.63	8,699.92	9,134.90	9,591.63	10,071.24
SENIOR MGMT ANALYST	3306	5,187.09	5,452.85	5,835.47	6,159.67	6,483.85
TRANSPORTATION MANAGER	3365	5,846.67	6,138.97	6,445.90	6,768.20	7,106.62
UTIL ADM & FIN SVC MGR	3213	6,985.39	7,335.36	7,701.89	8,087.48	8,491.86
UTILITY ADMINSTRTRVE SERVC SUPV	3565	5,477.01	5,750.87	6,038.42	6,340.34	6,657.35
UTILITY COMM & ENVIRNMT PROG SPEC	3306	5,187.09	5,452.85	5,835.47	6,159.67	6,483.85
UTILITY PROGRAMS SPECIALIST	3204	6,167.86	6,475.85	6,799.20	7,137.98	7,493.54
WATER SYSTEM ENGINEER	3415	6,537.80	6,864.69	7,207.92	7,568.32	7,946.74

CITY OF AZUSA  
AMMA SALARY SCHEDULE

EFFECTIVE 07/01/2015 - 2% COLA

Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
ASSISTANT CITY CLERK	3243	4,977.33	5,191.52	5,416.34	5,652.45	5,900.30
ASSISTANT DIRECTOR OF FINANCE	3344	6,546.79	6,879.97	7,230.09	7,598.01	7,984.63
ASST DIR OF COMM DEVEL	3505	8,074.01	8,485.21	8,917.33	9,371.52	9,848.78
ASST DIR OF ECONOMIC&COMM DEV	3505	8,074.01	8,485.21	8,917.33	9,371.52	9,848.78
ASST DIR PUBLIC WKS/CTY ENGINR	3531	8,515.32	8,941.11	9,388.16	9,857.57	10,350.44
ASST DIR-CUST CARE & SOLUTIONS	3557	9,081.20	9,535.26	10,012.01	10,512.61	11,038.36
ASST DIR-ELECTRIC OPER	3557	9,081.20	9,535.26	10,012.01	10,512.61	11,038.36
ASST DIR-RESOURCE MGMT	3570	10,306.67	10,822.01	11,363.30	11,931.88	12,528.98
ASST DIR-WATER OPER	3557	9,081.20	9,535.26	10,012.01	10,512.61	11,038.36
ASST LIBRARY DIRECTOR	3348	6,133.04	6,439.67	6,761.63	7,099.71	7,454.69
BUILDING OFFICIAL	3435	7,047.03	7,399.37	7,769.34	8,157.81	8,565.69
CITY LIBRARIAN	3348	6,133.04	6,439.67	6,761.63	7,099.71	7,454.69
COMMUNITY IMPROVEMENT MANAGER	3370	6,395.58	6,715.34	7,051.13	7,403.70	7,773.87
ELECTRICAL ENGINEER	3448	7,312.09	7,677.68	8,061.57	8,464.65	8,887.86
INFORMATION SYSTEMS MANAGER	3345	7,066.29	7,419.60	7,790.59	8,180.12	8,589.11
MANAGEMENT ANALYST	3295	4,809.84	5,110.46	5,411.07	5,711.68	6,012.31
MANAGEMENT ANALYST-ADMIN (NON-REPRESENTED)	3295	4,809.84	5,110.46	5,411.07	5,711.68	6,012.31
NEIGHBORHOOD SERVICES COORD	3210	5,783.78	6,072.48	6,377.18	6,695.18	7,029.13
POWER RESOURCES COORDINATOR	3455	7,889.68	8,284.14	8,698.36	9,133.27	9,589.58
PRINCIPAL CIVIL ENGINEER	3440	7,187.02	7,554.50	7,940.39	8,345.57	8,770.99
REC SUPER-OPER & PARKS	3365	5,963.60	6,261.75	6,574.82	6,903.56	7,248.75
REC SUPER-PROGRAMS & SVCS	3365	5,963.60	6,261.75	6,574.82	6,903.56	7,248.75
RECREATION SUPERINTENDENT	3365	5,963.60	6,261.75	6,574.82	6,903.56	7,248.75
SENIOR ELECTRICAL ENGINEER	3515	8,451.34	8,873.92	9,317.60	9,783.46	10,272.66
SENIOR MGMT ANALYST	3306	5,290.83	5,561.91	5,952.18	6,282.86	6,613.53
TRANSPORTATION MANAGER	3365	5,963.60	6,261.75	6,574.82	6,903.56	7,248.75
UTIL ADM & FIN SVC MGR	3213	7,125.10	7,482.07	7,855.93	8,249.23	8,661.70
UTILITY ADMINSTRTRVE SERVC SUPV	3565	5,586.55	5,865.89	6,159.19	6,467.15	6,790.50
UTILITY COMM & ENVIRNMT PROG SPEC	3306	5,290.83	5,561.91	5,952.18	6,282.86	6,613.53
UTILITY PROGRAMS SPECIALIST	3204	6,291.22	6,605.37	6,935.18	7,280.74	7,643.41
WATER SYSTEM ENGINEER	3415	6,668.56	7,001.98	7,352.08	7,719.69	8,105.67

CITY OF AZUSA  
AMMA SALARY SCHEDULE

EFFECTIVE 07/01/2016 - 2% COLA

Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
ASSISTANT CITY CLERK	3243	5,076.88	5,295.35	5,524.67	5,765.50	6,018.31
ASSISTANT DIRECTOR OF FINANCE	3344	6,677.73	7,017.57	7,374.69	7,749.97	8,144.32
ASST DIR OF COMM DEVEL	3505	8,235.49	8,654.91	9,095.68	9,558.95	10,045.76
ASST DIR OF ECONOMIC&COMM DEV	3505	8,235.49	8,654.91	9,095.68	9,558.95	10,045.76
ASST DIR PUBLIC WKS/CTY ENGINR	3531	8,685.63	9,119.93	9,575.92	10,054.72	10,557.45
ASST DIR-CUST CARE & SOLUTIONS	3557	9,262.82	9,725.97	10,212.25	10,722.86	11,259.13
ASST DIR-ELECTRIC OPER	3557	9,262.82	9,725.97	10,212.25	10,722.86	11,259.13
ASST DIR-RESOURCE MGMT	3570	10,512.80	11,038.45	11,590.57	12,170.52	12,779.56
ASST DIR-WATER OPER	3557	9,262.82	9,725.97	10,212.25	10,722.86	11,259.13
ASST LIBRARY DIRECTOR	3348	6,255.70	6,568.46	6,896.86	7,241.70	7,603.78
BUILDING OFFICIAL	3435	7,187.97	7,547.36	7,924.73	8,320.97	8,737.00
CITY LIBRARIAN	3348	6,255.70	6,568.46	6,896.86	7,241.70	7,603.78
COMMUNITY IMPROVEMENT MANAGER	3370	6,523.49	6,849.65	7,192.15	7,551.77	7,929.35
ELECTRICAL ENGINEER	3448	7,458.33	7,831.23	8,222.80	8,633.94	9,065.62
INFORMATION SYSTEMS MANAGER	3345	7,207.62	7,567.99	7,946.40	8,343.72	8,760.89
MANAGEMENT ANALYST	3295	4,906.04	5,212.67	5,519.29	5,825.91	6,132.56
MANAGEMENT ANALYST-ADMIN (NON-REPRESENTED)	3295	4,906.04	5,212.67	5,519.29	5,825.91	6,132.56
NEIGHBORHOOD SERVICES COORD	3210	5,899.46	6,193.93	6,504.72	6,829.08	7,169.71
POWER RESOURCES COORDINATOR	3455	8,047.47	8,449.82	8,872.33	9,315.94	9,781.37
PRINCIPAL CIVIL ENGINEER	3440	7,330.76	7,705.59	8,099.20	8,512.48	8,946.41
REC SUPER-OPER & PARKS	3365	6,082.87	6,386.99	6,706.32	7,041.63	7,393.73
REC SUPER-PROGRAMS & SVCS	3365	6,082.87	6,386.99	6,706.32	7,041.63	7,393.73
RECREATION SUPERINTENDENT	3365	6,082.87	6,386.99	6,706.32	7,041.63	7,393.73
SENIOR ELECTRICAL ENGINEER	3515	8,620.37	9,051.40	9,503.95	9,979.13	10,478.11
SENIOR MGMT ANALYST	3306	5,396.65	5,673.15	6,071.22	6,408.52	6,745.80
TRANSPORTATION MANAGER	3365	6,082.87	6,386.99	6,706.32	7,041.63	7,393.73
UTIL ADM & FIN SVC MGR	3213	7,267.60	7,631.71	8,013.05	8,414.21	8,834.93
UTILITY ADMINSTRTRVE SERVC SUPV	3565	5,698.28	5,983.21	6,282.37	6,596.49	6,926.31
UTILITY COMM & ENVIRNMT PROG SPEC	3306	5,396.65	5,673.15	6,071.22	6,408.52	6,745.80
UTILITY PROGRAMS SPECIALIST	3204	6,417.04	6,737.48	7,073.88	7,426.35	7,796.28
WATER SYSTEM ENGINEER	3415	6,801.93	7,142.02	7,499.12	7,874.08	8,267.78

CITY OF AZUSA  
AMMA SALARY SCHEDULE

EFFECTIVE 07/01/2017 - 1% COLA

Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
ASSISTANT CITY CLERK	3243	5,127.65	5,348.30	5,579.92	5,823.16	6,078.49
ASSISTANT DIRECTOR OF FINANCE	3344	6,744.51	7,087.75	7,448.44	7,827.47	8,225.76
ASST DIR OF COMM DEVEL	3505	8,317.84	8,741.46	9,186.64	9,654.54	10,146.22
ASST DIR OF ECONOMIC&COMM DEV	3505	8,317.84	8,741.46	9,186.64	9,654.54	10,146.22
ASST DIR PUBLIC WKS/CTY ENGINR	3531	8,772.49	9,211.13	9,671.68	10,155.27	10,663.02
ASST DIR-CUST CARE & SOLUTIONS	3557	9,355.45	9,823.23	10,314.37	10,830.09	11,371.72
ASST DIR-ELECTRIC OPER	3557	9,355.45	9,823.23	10,314.37	10,830.09	11,371.72
ASST DIR-RESOURCE MGMT	3570	10,617.93	11,148.83	11,706.48	12,292.23	12,907.36
ASST DIR-WATER OPER	3557	9,355.45	9,823.23	10,314.37	10,830.09	11,371.72
ASST LIBRARY DIRECTOR	3348	6,318.26	6,634.14	6,965.83	7,314.12	7,679.82
BUILDING OFFICIAL	3435	7,259.85	7,622.83	8,003.98	8,404.18	8,824.37
CITY LIBRARIAN	3348	6,318.26	6,634.14	6,965.83	7,314.12	7,679.82
COMMUNITY IMPROVEMENT MANAGER	3370	6,588.72	6,918.15	7,264.07	7,627.29	8,008.64
ELECTRICAL ENGINEER	3448	7,532.91	7,909.54	8,305.03	8,720.28	9,156.28
INFORMATION SYSTEMS MANAGER	3345	7,279.70	7,643.67	8,025.86	8,427.16	8,848.50
MANAGEMENT ANALYST	3295	4,955.10	5,264.80	5,574.48	5,884.17	6,193.89
MANAGEMENT ANALYST-ADMIN (NON-REPRESENTED)	3295	4,955.10	5,264.80	5,574.48	5,884.17	6,193.89
NEIGHBORHOOD SERVICES COORD	3210	5,958.45	6,255.87	6,569.77	6,897.37	7,241.41
POWER RESOURCES COORDINATOR	3455	8,127.94	8,534.32	8,961.05	9,409.10	9,879.18
PRINCIPAL CIVIL ENGINEER	3440	7,404.07	7,782.65	8,180.19	8,597.60	9,035.87
REC SUPER-OPER & PARKS	3365	6,143.70	6,450.86	6,773.38	7,112.05	7,467.67
REC SUPER-PROGRAMS & SVCS	3365	6,143.70	6,450.86	6,773.38	7,112.05	7,467.67
RECREATION SUPERINTENDENT	3365	6,143.70	6,450.86	6,773.38	7,112.05	7,467.67
SENIOR ELECTRICAL ENGINEER	3515	8,706.57	9,141.91	9,598.99	10,078.92	10,582.89
SENIOR MGMT ANALYST	3306	5,450.62	5,729.88	6,131.93	6,472.61	6,813.26
TRANSPORTATION MANAGER	3365	6,143.70	6,450.86	6,773.38	7,112.05	7,467.67
UTIL ADM & FIN SVC MGR	3213	7,340.28	7,708.03	8,093.18	8,498.35	8,923.28
UTILITY ADMINSTRTRVE SERVC SUPV	3565	5,755.26	6,043.04	6,345.19	6,662.45	6,995.57
UTILITY COMM & ENVIRNMT PROG SPEC	3306	5,450.62	5,729.88	6,131.93	6,472.61	6,813.26
UTILITY PROGRAMS SPECIALIST	3204	6,481.21	6,804.85	7,144.62	7,500.61	7,874.24
WATER SYSTEM ENGINEER	3415	6,869.95	7,213.44	7,574.11	7,952.82	8,350.46

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