

ADDENDUM TO MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY
OF LA HABRA AND THE GENERAL SERVICES EMPLOYEES' GROUP
FOR THE PERIOD OF JULY 1, 2015 THROUGH JUNE 30, 2016

Pursuant to Resolution No. 1759 of the City of La Habra (hereinafter referred to as "City") and the Meyers-Milias-Brown Act, the duly authorized representatives of the General Services Employees' Group have met and conferred in good faith with duly authorized appointees of the management representatives of the City; and it has mutually been agreed to submit and recommend to the City Council of the City of La Habra, the following modifications to the Memorandum of Understanding:

Sections III. Salary.

Prior to June 26, 2015, the City will provide a one-time lump sum pay adjustment of two and one-half percent (2.50%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .025

Effective June 27, 2015, the City will provide a one percent (1%) Cost of Living Adjustment to all employees.

Effective July 1, 2015, the City increase step H by 2.50%.

Effective July 1, 2015, bilingual pay will be increased from \$70 per month to \$85 per month, an increase of \$15 per month.

Section IV. Insurance Contribution.

Effective January 1, 2016, the City will increase its insurance contribution by \$50 per month to a maximum of \$995 per month, on a use or lose basis.

Effective January 1, 2016, all employees must have single dental coverage in one of the City's plans. Employees may select from any of the HMO or PPO plans offered by the City.

Section VI. Sick Leave.

Effective July 1, 2015, employees may use their accrued sick leave if they are a victim of domestic violence, sexual assault, or stalking to obtain any relief or services related to being such a victim, including but not limited to:

- a. A temporary restraining order or restraining order.
- b. Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.

- c. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
- d. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
- e. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
- f. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

Effective July 1, 2015, family sick leave will include the following family members:

- a. A child who, for the purposes of this policy, includes a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.
- b. A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
- c. A spouse.
- d. A registered domestic partner.
- e. A grandparent.
- f. A grandchild.
- g. A sibling.

All other provisions regarding the accrual and use of family sick leave remain unchanged.

Section VIII. Holidays.

Effective July 1, 2015, all General Services employees who are required to work the July 4th holiday will be compensated at time and one-half overtime, or be allowed to take their holiday on another day.

Dated this 4 day of JUNE, 2015.

CITY OF LA HABRA

By: [Signature]

By: [Signature]

By: [Signature]

GENERAL SERVICES

EMPLOYEES' GROUP

By: [Signature]

By: [Signature]

By: [Signature]

By: _____

file: Genad15.doc

EXHIBIT "A"

EFFECTIVE JUNE 27, 2015	RANGE	START	AFTER	MERIT + ONE YEAR					
		RATE	6 MOS	-----IN PRIOR STEP-----					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
ACCOUNT CLERK I	C-25	14.167	14.876	15.619	16.400	17.220	18.081	18.985	19.935
ACCOUNT CLERK I*	C-25/1	13.376	14.045	14.747	15.485	16.259	17.072	17.925	18.822
ACCOUNT CLERK II	C-55	16.431	17.252	18.115	19.021	19.972	20.970	22.019	23.120
ACCOUNT CLERK II*	C-55/1	15.513	16.289	17.103	17.959	18.857	19.799	20.789	21.829
ACCOUNT CLERK III	C-85	19.245	20.208	21.218	22.279	23.393	24.563	25.791	27.080
ACCOUNT CLERK III*	C-85/1	18.171	19.080	20.034	21.035	22.087	23.191	24.351	25.568
ADMIN ANALYST I	T-67	22.204	23.314	24.479	25.703	26.989	28.338	29.755	31.243
ADMIN ANALYST I*	T-67/1	20.964	22.012	23.113	24.268	25.482	26.756	28.094	29.498
ADMIN ANALYST II	T-68	23.326	24.492	25.717	27.003	28.353	29.771	31.259	32.822
ADMIN ANALYST II*	T-68/1	22.024	23.125	24.281	25.495	26.770	28.109	29.514	30.990
ASSISTANT MUSEUM MANAGER	A-30	18.505	19.430	20.401	21.422	22.493	23.617	24.798	26.038
ASSISTANT MUSEUM MANAGER*	A-30/1	17.472	18.345	19.262	20.226	21.237	22.299	23.414	24.584
ASSISTANT RECREATION MANAGER	A-30	18.505	19.430	20.401	21.422	22.493	23.617	24.798	26.038
ASSISTANT RECREATION MANAGER*	A-30/1	17.472	18.345	19.262	20.226	21.237	22.299	23.414	24.584
ASSISTANT PLANNER	A-50	22.955	24.103	25.308	26.574	27.902	29.298	30.762	32.301
ASSISTANT PLANNER*	A-50/1	21.674	22.757	23.895	25.090	26.345	27.662	29.045	30.497
ASSOCIATE PLANNER	A-60	25.796	27.086	28.440	29.862	31.355	32.923	34.569	36.297
ASSOCIATE PLANNER*	A-60/1	24.356	25.573	26.852	28.195	29.605	31.085	32.639	34.271
BUILDING INSPECTOR	T-70	23.940	25.137	26.394	27.713	29.099	30.554	32.082	33.686
BUILDING INSPECTOR*	T-70/1	22.603	23.734	24.920	26.166	27.475	28.848	30.291	31.805
CASE MANAGER	T-45	16.545	17.372	18.240	19.152	20.110	21.116	22.171	23.280
CASE MANAGER*	T-45/1	15.621	16.402	17.222	18.083	18.987	19.937	20.933	21.980
CIVIL ENGINEERING ASSISTANT	A-70	27.749	29.136	30.593	32.123	33.729	35.415	37.186	39.045
CIVIL ENGINEERING ASSISTANT*	A-70/1	26.200	27.510	28.885	30.329	31.846	33.438	35.110	36.866
CLERK TYPIST	C-10	14.122	14.828	15.569	16.348	17.165	18.024	18.925	19.871
CLERK TYPIST*	C-10/1	13.333	14.000	14.700	15.435	16.207	17.017	17.868	18.762
CLERK	C-20	13.458	14.131	14.837	15.579	16.358	17.176	18.035	18.937
CLERK*	C-20/1	12.707	13.342	14.009	14.709	15.445	16.217	17.028	17.879
COMMERCIAL COMPLIANCE INSPECTOR	T-75	24.409	25.630	26.911	28.257	29.670	31.153	32.711	34.346
COMMERCIAL COMPLIANCE INSPECTOR*	T-75/1	23.047	24.199	25.409	26.679	28.013	29.414	30.885	32.429
COMMUNITY PRESERVATION INSPECTOR	T-65	22.217	23.327	24.494	25.718	27.004	28.355	29.772	31.261
COMMUNITY PRESERVATION INSPECTOR*	T-65/1	20.976	22.025	23.126	24.283	25.497	26.772	28.110	29.516
COMMUN SERVICES RECREATION COORD	T-10	14.994	15.744	16.531	17.358	18.226	19.137	20.094	21.098
COMMUN SERVICES RECREATION COORD*	T-10/1	14.157	14.865	15.608	16.389	17.208	18.068	18.972	19.920
CURATOR OF EDUC/OUTREACH COORD	T-20	15.699	16.484	17.308	18.174	19.083	20.037	21.038	22.090
CURATOR OF EDUC/OUTREACH COORD*	T-20/1	14.823	15.564	16.342	17.159	18.017	18.918	19.864	20.857
DEPUTY CITY CLERK/RECORDS COORD	C-90	19.913	20.909	21.954	23.052	24.204	25.415	26.685	28.020
DEPUTY CITY CLERK/RECORDS COORD*	C-90/1	18.801	19.741	20.728	21.765	22.853	23.996	25.195	26.455
EDUCATION PROGRAM COORDINATOR	T-05	13.880	14.574	15.302	16.067	16.871	17.714	18.600	19.530
EDUCATION PROGRAM COORDINATOR*	T-05/1	13.105	13.760	14.448	15.170	15.929	16.725	17.562	18.440
ENGINEERING AIDE	T-50	19.118	20.074	21.078	22.132	23.238	24.400	25.620	26.901
ENGINEERING AIDE*	T-50/1	18.051	18.953	19.901	20.896	21.941	23.038	24.190	25.399
EXEC ASST/DEPUTY CITY CLK	BC-00	23.767	24.956	26.204	27.514	28.890	30.334	31.851	33.443
EXEC ASST/DEPUTY CITY CLK*	BC-00/1	22.441	23.563	24.741	25.978	27.277	28.640	30.072	31.576

EFFECTIVE JUNE 27, 2015	RANGE	START	AFTER	MERIT + ONE YEAR					
		RATE	6 MOS	-----IN PRIOR STEP-----					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
FAMILY SERVICES COORDINATOR	T-05	13.880	14.574	15.302	16.067	16.871	17.714	18.600	19.530
FAMILY SERVICES COORDINATOR*	T-05/1	13.105	13.760	14.448	15.170	15.929	16.725	17.562	18.440
FINANCIAL SERVICES TECHNICIAN	C-30	14.373	15.092	15.847	16.639	17.471	18.345	19.262	20.225
FINANCIAL SERVICES TECHNICIAN*	C-30/1	13.571	14.250	14.962	15.710	16.496	17.320	18.186	19.096
FIRE PREVENTION SPECIALIST	T-70	23.471	24.644	25.876	27.170	28.529	29.955	31.453	33.025
FIRE PREVENTION SPECIALIST*	T-70/1	22.160	23.268	24.432	25.653	26.936	28.283	29.697	31.182
FOOD SERVICE MANAGER	T-10	14.994	15.744	16.531	17.358	18.226	19.137	20.094	21.098
FOOD SERVICE MANAGER*	T-10/1	14.157	14.865	15.608	16.389	17.208	18.068	18.972	19.920
INFORMATION TECHNOLOGY SPECIALIST	T-50	19.118	20.074	21.078	22.132	23.238	24.400	25.620	26.901
INFORMATION TECHNOLOGY SPECIALIST*	T-50/1	18.051	18.953	19.901	20.896	21.941	23.038	24.190	25.399
INFORMATION TECHNOLOGY SYSTEM ANA	A-70	27.749	29.136	30.593	32.123	33.729	35.415	37.186	39.045
INFORMATION TECHNOLOGY SYSTEM ANA	A-70/1	26.200	27.510	28.885	30.329	31.846	33.438	35.110	36.866
INTERMEDIATE CLERK	C-50	14.842	15.584	16.364	17.182	18.041	18.943	19.890	20.885
INTERMEDIATE CLERK*	C-50/1	14.014	14.714	15.450	16.223	17.034	17.885	18.780	19.719
JR ADMIN AIDE I	T-10	14.994	15.744	16.531	17.358	18.226	19.137	20.094	21.098
JR ADMIN AIDE I*	T-10/1	14.157	14.865	15.608	16.389	17.208	18.068	18.972	19.920
JR ADMIN AIDE II	T-20	15.699	16.484	17.308	18.174	19.083	20.037	21.038	22.090
JR ADMIN AIDE II*	T-20/1	14.823	15.564	16.342	17.159	18.017	18.918	19.864	20.857
JR ADMIN AIDE III	T-50	19.118	20.074	21.078	22.132	23.238	24.400	25.620	26.901
JR ADMIN AIDE III*	T-50/1	18.051	18.953	19.901	20.896	21.941	23.038	24.190	25.399
JR ENGINEERING AIDE	T-30	15.662	16.445	17.267	18.130	19.037	19.989	20.988	22.038
JR ENGINEERING AIDE*	T-30/1	14.787	15.527	16.303	17.118	17.974	18.873	19.816	20.807
MANAGEMENT ANALYST- CM'S OFFICE	TC-01	25.467	26.740	28.077	29.481	30.955	32.503	34.128	35.834
MANAGEMENT ANALYST- CM'S OFFICE*	TC-01/1	24.045	25.247	26.509	27.835	29.227	30.688	32.222	33.834
NPDES INSPECTOR	T-75	24.409	25.630	26.911	28.257	29.670	31.153	32.711	34.346
NPDES INSPECTOR*	T-75/1	23.047	24.199	25.409	26.679	28.013	29.414	30.885	32.429
PAYROLL TECHNICIAN	C-95	19.817	20.808	21.848	22.941	24.088	25.292	26.557	27.885
PAYROLL TECHNICIAN*	C-95/1	18.711	19.646	20.629	21.660	22.743	23.880	25.074	26.328
PERMIT CLERK	C-40	14.731	15.467	16.241	17.053	17.906	18.801	19.741	20.728
PERMIT CLERK*	C-40/1	13.908	14.604	15.334	16.101	16.906	17.751	18.639	19.571
PERSONNEL ANALYST	T-60	21.145	22.202	23.312	24.478	25.702	26.987	28.336	29.753
PERSONNEL ANALYST*	T-60/1	19.964	20.963	22.011	23.111	24.267	25.480	26.754	28.092
PLANNING AIDE	T-50	19.118	20.074	21.078	22.132	23.238	24.400	25.620	26.901
PLANNING AIDE*	T-50/1	18.051	18.953	19.901	20.896	21.941	23.038	24.190	25.399
PUBLIC INFORMATION OFFICER	A-20	16.599	17.429	18.301	19.216	20.177	21.185	22.245	23.357
PUBLIC INFORMATION OFFICER*	A-20/1	15.673	16.456	17.279	18.143	19.050	20.003	21.003	22.053
PUBLIC WORKS INSPECTOR	T-75	24.409	25.630	26.911	28.257	29.670	31.153	32.711	34.346
PUBLIC WORKS INSPECTOR*	T-75/1	23.047	24.199	25.409	26.679	28.013	29.414	30.885	32.429
RECREATION SPECIALIST	T-05	13.880	14.574	15.302	16.067	16.871	17.714	18.600	19.530
RECREATION SPECIALIST*	T-05/1	13.105	13.760	14.448	15.170	15.929	16.725	17.562	18.440
SANITATION/RECYCLING COORD	T-20	15.699	16.484	17.308	18.174	19.083	20.037	21.038	22.090
SANITATION/RECYCLING COORD*	T-20/1	14.823	15.564	16.342	17.159	18.017	18.918	19.864	20.857
SECRETARY	C-80	19.033	19.985	20.984	22.033	23.135	24.292	25.506	26.782
SECRETARY*	C-80/1	17.971	18.869	19.813	20.803	21.843	22.936	24.082	25.287
SENIOR BUILDING INSPECTOR	A-70	27.749	29.136	30.593	32.123	33.729	35.415	37.186	39.045

EFFECTIVE JUNE 27, 2015	RANGE	START	AFTER	MERIT + ONE YEAR					
		RATE	6 MOS	-----IN PRIOR STEP-----					
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
SENIOR BUILDING INSPECTOR*	A-70/1	26.200	27.510	28.885	30.329	31.846	33.438	35.110	36.866
SENIOR CLERK/DESKTOP PUBLISHER	C-71	16.660	17.493	18.367	19.286	20.250	21.263	22.326	23.442
SENIOR CLERK/DESKTOP PUBLISHER*	C-71/1	15.730	16.516	17.342	18.209	19.119	20.075	21.079	22.133
SENIOR ENGINEERING AIDE	T-80	23.792	24.982	26.231	27.542	28.919	30.365	31.884	33.478
SENIOR ENGINEERING AIDE*	T-80/1	22.464	23.587	24.766	26.005	27.305	28.670	30.103	31.609
SENIOR LOAN SPECIALIST	T-50	19.118	20.074	21.078	22.132	23.238	24.400	25.620	26.901
SENIOR LOAN SPECIALIST*	T-50/1	18.051	18.953	19.901	20.896	21.941	23.038	24.190	25.399
SENIOR TERM OPER/SUPPLIES COORD	C-73	17.494	18.369	19.287	20.252	21.264	22.328	23.444	24.616
SENIOR TERM OPER/SUPPLIES COORD*	C-73/1	16.518	17.343	18.211	19.121	20.077	21.081	22.135	23.242
SOCIAL SERVICES PROGRAM COORDINATOR	T-10	14.994	15.744	16.531	17.358	18.226	19.137	20.094	21.098
SOCIAL SERVICES PROGRAM COORDINATOR*	T-10/1	14.157	14.865	15.608	16.389	17.208	18.068	18.972	19.920
SOCIAL WORKER II	T-25	16.003	16.803	17.643	18.525	19.451	20.424	21.445	22.518
SOCIAL WORKER II*	T-25/1	15.109	15.865	16.658	17.491	18.365	19.284	20.248	21.260
TERMINAL COORDINATOR	C-81	17.813	18.704	19.639	20.621	21.652	22.735	23.871	25.065
TERMINAL COORDINATOR*	C-81/1	16.819	17.660	18.543	19.470	20.443	21.465	22.539	23.666
TRIPS/TOURS COORDINATOR	T-05	13.880	14.574	15.302	16.067	16.871	17.714	18.600	19.530
TRIPS/TOURS COORDINATOR*	T-05/1	13.105	13.760	14.448	15.170	15.929	16.725	17.562	18.440
WORKERS' COMP CLAIMS PROCESSOR	T-60	21.145	22.202	23.312	24.478	25.702	26.987	28.336	29.753
WORKERS' COMP CLAIMS PROCESSOR*	T-60/1	19.964	20.963	22.011	23.111	24.267	25.480	26.754	28.092

* Hired on or after 07/01/2010

CONFIDENTIAL EMPLOYEES

COMPUTER SERVICES SUPERVISOR

PERSONNEL ANALYST

WORKERS' COMP CLAIMS PROCESSOR

CLERICAL STAFF IN PERSONNEL

CLERICAL STAFF IN PAYROLL