

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF MADERA
AND
THE LAW ENFORCEMENT
MID MANAGEMENT GROUP

Effective September 5, 2018 to June 30, 2019

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ARTICLE 1 – INTRODUCTION

The duly authorized representatives of the City of Madera, hereinafter referred to as the City and the Law Enforcement Mid Management Group, hereinafter referred to as the Group, having met and conferred in good faith, do hereby jointly prepare and execute this Memorandum of Understanding (MOU).

It is the purpose of this MOU to affirm, promote and provide for harmonious relations, cooperation and understanding between the City and the employees covered by the agreement. It is also intended to provide an equitable means of resolving any misunderstanding or differences, which may arise regarding wages, hours and other terms and conditions of employment.

Group members shall include: Police Commander, Police Lieutenant, Executive Secretary to the Chief of Police, Police Office Supervisor, and Police Auxiliary Services Supervisor

ARTICLE 2 – FULL UNDERSTANDING

This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other existing understanding or agreement by the parties whether formal or informal, regarding any such matters are hereby terminated in their entirety.

This MOU shall govern in case of conflict with provisions with existing City and Department rules, regulations and ordinances pertaining to wage, hours and other terms and conditions of employment. Otherwise existing City and Department rules, regulations and ordinances shall be effective and the City Council retains its power to legislate or take other appropriate action not in conflict with the MOU.

ARTICLE 3 – DISCRIMINATION

Employees or prospective employees shall not be employed, promoted, discharged or in any way favored, disadvantaged or discriminated against in any respect because of age, race, creed, color, national origin, sex, political opinion or affiliation or association membership or activity.

ARTICLE 4 – EMPLOYEE AND EMPLOYER RIGHTS

The parties hereto agree that this Memorandum of Understanding does not, in any manner, abridge, modify or restrict the rights and prerogatives of the employees and the City as set forth in Resolution #4775 of the City of Madera and by this reference, said resolution is incorporated herein as though set forth in full.

It is further understood and agreed that the City retains all its powers and authority to manage municipal services and the work force performing those services.

It is agreed that during the terms of this MOU the City shall not be required to meet and confer on matters which are solely a function of management, including but not strictly limited to:

1. Determining and modifying the organization of City government and its constituent work units.
2. Determining the nature, standards, levels and mode of delivery of services to be offered to the public.
3. Determining the methods, means and the numbers and kinds of personnel by which services are to be provided.
4. Determining whether goods or services shall be made or provided by City, or shall be purchased, or contracted for.
5. Directing employees, including scheduling and assigning work, work hours, and overtime.
6. Establishing employee performance standards and requiring complete compliance therewith.
7. Discharging, suspending, demotion, reducing in pay, reprimanding, withholding salary increase and benefits, or otherwise discipline employees, subject to the requirements of applicable law.
8. Relieving employees from duty because of lack of work or lack of funds or other legitimate reasons.
9. Implementing rules, regulations, and directives consistent with law and specific provisions of this MOU.
10. All city rights formerly or presently claimed or vested in the City on the effective date of this MOU, even though not specifically set forth above, are retained by the City unless clearly and explicitly modified or restricted in this MOU.

ARTICLE 5 – SALARIES AND BENEFITS

The salary schedule attached as Exhibit A reflects the salary plan currently in effect. There are no changes to the existing salary schedule.

Employees represented by this unit employed with the City as of the date this Agreement is approved by the City Council and who continue to be employed as September 28, 2018 will receive a one-time lump sum payment of \$500.00, subject to

applicable taxes and deductions. Said payment will be made on pay date October 5, 2018. The parties agree that this one-time payment does not meet the definition of compensation earnable nor does it qualify as any applicable special compensation for CalPERS reporting purposes.

Non-sworn employees will be eligible for longevity pay, also known as Y step. After a non-sworn employee has been at the top (F) step of their salary range for one year (on their anniversary date), the employee is eligible for a Y step. The Y step equals a 2.5% increase and must be recommended per supervisor's evaluation. Five years after an individual has reached the Y step and remains frozen at a particular range/step, the employee is eligible for an additional 2.5% increase. This would then continue every five (5) years to a maximum of 10%.

A regular work week shall consist of 40 hours. These hours shall be scheduled by the City but shall not violate applicable State of California Labor Codes or existing Personnel Rules and Regulations. Employees in this unit may work a 4/10 schedule upon recommendation of the Chief of Police and approval of the City Administrator. Employees approved to work a 4/10 schedule will work a set 4-day work week; the day off pattern will not fluctuate unless a new 4/10 schedule is requested and approved.

All positions in the Law Enforcement Mid-Management Bargaining Unit are exempt from Overtime under either the 'Executive,' 'Professional,' or 'Administrative' exemption under the Fair Labor Standards Act (FLSA). In recognition of the fact that overtime is an expected and normal part of the duties of these classes, without the benefit of overtime pay or compensatory time off, five days (40 Hours) of Administrative Leave will be credited on the books at the beginning of a fiscal year. This leave may not be carried over or cashed out and shall be taken under the same conditions as vacation leave. It is recognized that such time is not intended to provide an hour for hour or greater leave for actual hours worked, over those scheduled.

ARTICLE 6 – HOLIDAYS

The following holidays are recognized as 8-hour paid holidays: New Year's Day, Labor Day, Martin Luther King's Day, Columbus Day, President's Day, Veteran's Day, Thanksgiving Day, Memorial Day, Day After Thanksgiving, Independence Day, and Christmas Day.

The following holidays are recognized as 4-hour paid holidays: Good Friday and Winter Holiday (the last day prior to Christmas Day or New Year's Day).

The parties agree that to be eligible to receive a paid holiday, the employee must be in a paid status on the scheduled work day either immediately preceding the identified holiday or on the scheduled work day immediately following the identified holiday. Consistent with Personnel Rule IX Section 12, a new employee is not entitled to receive a paid holiday until he/she has actually worked for the City of Madera in a full time capacity for at least 1 scheduled work day.

For employees working a 4/10 work schedule, if a City-paid holiday falls on the employee's regularly scheduled day off, the holiday is shifted one workday within the same pay period. For example, if an employee's regular day off is Monday and a City-paid holiday falls on Monday, then the holiday would be shifted to Tuesday. Likewise, if an employee's regular day off is Friday and a City-paid holiday falls on Friday, then the holiday would be shifted to Thursday.

If an employee's regularly scheduled work hours exceed the number of hours provided by the City as paid holiday, the employee will be required to either work or use personal time to make-up the difference between scheduled work hours and paid holiday hours.

In addition to the City observed holidays outlined above, employees in this unit will receive floating holiday leave hours. Said leave hours shall be credited to the employee on July 1 of each fiscal year, may not be carried over or cashed out, and shall be taken under the same conditions as vacation leave. Employees with 5-9 years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 20 hours of floating holiday leave. Employees with 10 or more years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 40 hours of floating holiday leave. Employees in this unit will be credited with the appropriate balance of floating holiday leave for fiscal year 2018-19 based on their years of service as of July 1, 2018 and the time will be available for use the first whole pay period following adoption of this agreement by the City Council.

ARTICLE 7 – BEREAVEMENT LEAVE

In the event of the death of the employee's parent, spouse or child, employee shall be eligible for paid non-chargeable leave up to a maximum of three (3) days. Employees granted bereavement leave for a parent, spouse or child shall be paid for work hours regularly scheduled only but not worked. Employee may requests use of other leave (vacation, sick or floating holiday) if additional time off is desired in excess of three (3) days.

ARTICLE 8 – VACATION

Group employees earn vacation credits dependent upon the number of years of service with the City for each pay period an employee is in a paid status at least 50% or more of the period. All accrued vacation is paid to a Group member upon retirement, resignation or termination.

COMPLETED YEARS = NUMBER HOURS RECEIVED PER PAY PERIOD

0 thru 4 yrs.	=	3.6923 hrs. per pay period.
5 thru 9 yrs.	=	4.6156 hrs. per pay period.
10 thru 14 yrs.	=	5.5384 hrs. per pay period.
15 thru 19 yrs.	=	6.1538 hrs. per pay period.

20 plus years = 6.4615 hrs. per pay period.

In addition, each employee shall receive the date known as the "employee anniversary date" as a vacation day. This day shall be added to vacation time at a straight time rate. Credit for the day will not be given until the employee's anniversary date has passed during the current fiscal year.

Vacation may be used after completing six months of continuous service. The maximum employees in this group are allowed to accumulate is 360 hours.

Each employee may receive compensation in lieu of up to 40 hours of vacation each fiscal year. To be eligible for compensation an employee must have a minimum vacation balance of 120 hours and utilized as actual time off 40 hours of vacation.

ARTICLE 9 – EDUCATIONAL REIMBURSEMENT PLAN

For job related educational programs approved by the Police Chief and a minimum passing grade of "C" the following reimbursement schedule is applicable:

1. No mileage allowed.
2. Books: 100%
3. Tuition: 100%

The 100% reimbursement is limited to a total of not more than \$2,400 per fiscal year.

Reimbursement requests must be submitted to the Human Resources department no later than 45 days after the completion of the course.

ARTICLE 9.5 – EDUCATION INCENTIVE

Employees in this unit will be eligible for education incentive pay as follows. All incentives will be effective the first whole pay period following attainment of the incentivized achievement.

All Sworn personnel will be eligible for an education certificate incentive as follows:

The Educational / POST incentives – "Compounded":

- 5.0% BA/BS Degree from an accredited institution (this incentive will be effective the pay period beginning 9/15/18 and will not be paid retro for any period where a degree was held prior to that date)
- 2.5% Supervisory POST Certificate (this incentive will continue through 9/14/18 and then cease to be offered and/or paid effective 9/15/18)
- 2.5 % Management POST Certificate
- 2.5% Completion of FBI National Academy

All Non-Sworn personnel will be eligible for an education certificate incentive as follows:

The Educational / POST incentives – “Compounded”:

- 2.5 % POST Certificate
- 2.5 % 60 college units with a grade of C or better from an accredited institution
- 5.0 % BA or BS Degree from an accredited institution

Completion of a four (4) year degree (BA or BS) in Criminology, Public Administration, Political Science, Administration of Justice, Organizational Development or other degrees subject to the sole discretion of the City, from an academic institution accredited by the recognized college/university accrediting agency will be granted educational incentive.

ARTICLE 10 – BILINGUAL INCENTIVE

A Group employee is eligible to earn pay above his normal pay if he/she is able to pass a bilingual (Spanish/English) exam administered by the City and based on the following testing:

- a. Successfully passing the Cooperative Personnel Services (CPS) “Spanish Bilingual Proficiency Test for Peace Officers”, with a score of five (5) or better for both Sworn and Non Sworn personnel, \$250 per month, Or,
- b. Tier #1. Successfully passing the Cooperative Personnel Services (CPS) “Spanish Bilingual Proficiency Test, Social Services” with a proficiency rating of no less than a level three.

Tier # 2. Successfully passing the CPS “Spanish Bilingual Proficiency Test, Social Services” with a rating proficiency of either level four or five.

Tier #3. Successfully passing the CPS “Spanish Bilingual Proficiency Test, Social Services” with a rating proficiency level of no less than six.

Compensation for the bilingual Tier system shall be as follows:

- Tier #1 \$150.00 per month
- Tier #2 \$200.00 per month
- Tier #3 \$250.00 per month

For represented employee’s taking the Cooperative Personnel Services (CPS) “Spanish Bilingual Proficiency Test, Social Services” in or after December 2010, bilingual incentive pay shall be determined as follows:

Tier #1. Successfully passing with a proficiency rating of no less than three. \$150 per month

Tier #2. Successfully passing with a proficiency rating of no less than four. \$200 per month

Tier #3. Successfully passing with a proficiency rating of no less than five. \$250 per month

The City Administrator shall determine the number of bilingual positions and tier levels needed for each department.

ARTICLE 11 – UNIFORMS

The Chief of Police has the authority to require wearing of a uniform. The Police Commander, Police Lieutenant, Police Office Supervisor, and Police Auxiliary Services Supervisor are required to wear or maintain a uniform and shall be eligible for an annual uniform allowance. To help alleviate the tax implications of receiving the uniform allowance as a lump sum, the allowance will be paid on a per paid period basis.

Sworn Officers	\$750.00
Designated Non-Sworn	\$530.00

Sworn officers hired or terminated during the fiscal year will receive or be required to reimburse the City an amount prorated for the fiscal year equal to \$62.50 per month. Non sworn officers shall reimburse at \$44.17 per month under the same conditions as sworn officers.

In order to avoid any financial impact, the City may purchase the uniforms for employees hired during the second half of a fiscal year and be reimbursed by that employee within six (6) months.

ARTICLE 12 – BODY ARMOR & SAFETY EQUIPMENT

All sworn personnel will be responsible for maintenance and replacement of their body armor. The City provides the first vest for new hires into the Police Department, with all replacement vests to be provided by the employee.

With the exception of bullet-proof vests/body armor, the City will provide all sworn officers with a weapon, holster and ammunition as specified by the Police Chief. All items of “safety equipment” provided by the City are property of the City and shall be maintained in good working order by the sworn officer. Employees shall turn in City provided and City owned items upon separation from employment.

ARTICLE 13 – RETIREMENT

The City of Madera is a member of the California Public Employees' Retirement System (CalPERS). The specific retirement benefits each employee receives are governed by the contract between the City and CalPERS as well as the Government Code. Any employee contributions for the plans outlined below will be made as a pre-tax deduction in accordance with applicable tax law. Employees shall pay for the employee's contribution to the 1959 Survivor Benefit.

Safety Employees

Classic Formula: 3% @ 50 with the retirement calculation based on single highest year for all employees who first worked for the City of Madera prior to April 21, 2012. The City will pay the Employer Contribution. Employees will pay 3% towards the Employee Contribution, with the City paying the remaining 6% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

Tier I Formula: 3% @ 55 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after April 21, 2012 and before January 1, 2013 OR employees employed on or after January 1, 2013 who have been members of CalPERS or a CalPERS reciprocal agency within 6 months of the date of hire. The City will pay the Employer Contribution. Employees will pay 3% towards the Employee Contribution, with the City paying the remaining 6% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

PEPRA Formula: 2.7% @ 57 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after January 1, 2013 who were not previously CalPERS members or were CalPERS or CalPERS reciprocal system members but experienced a break in service of at least 6 months. The City will pay the Employer Contribution. Employees will pay the Employee Contribution as determined by CalPERS, currently 12%.

Miscellaneous Employees

Classic Formula: 2.5% @ 55 with the retirement calculation based on single highest year for all employees who first worked for the City of Madera prior to October 20, 2012. The City will pay the Employer Contribution. Employees will pay 2.375% towards the Employee Contribution, with the City paying the remaining 5.625% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

Tier I Formula: 2% @ 60 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after October 20, 2012 and before January 1, 2013 OR employees employed on or after January 1, 2013 who have been members of CalPERS or a CalPERS reciprocal agency within 6 months of the date of hire. The City will pay the Employer Contribution. Employees will pay 2.375% towards the Employee Contribution, with the City paying the

remaining 4.625% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

PEPRA Formula: 2% @ 62 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after January 1, 2013 who were not previously CalPERS members or were CalPERS or CalPERS reciprocal system members but experienced a break in service of at least 6 months. The City will pay the Employer Contribution. Employees will pay the Employee Contribution as determined by CalPERS, currently 6.25%.

The City shall provide to the leadership of the LEMM a copy of the Annual Valuation Report that City receives related to the Safety and/or Miscellaneous Employees' or Employer's CalPERS retirement contributions within two weeks of receipt thereof. Unless negotiations are opened earlier, City and LEMM agree to open negotiations within a reasonable time after City's receipt of the Annual Valuation Report showing that the Employer's share of the retirement costs is going to change in the next fiscal year.

ARTICLE 14 – DEFERRED COMPENSATION PLAN

Currently the City pays an amount equal to 4.2% of the Non-Safety employees' gross salary into a Deferred Compensation Plan (the 4.2 % may be rounded up or down). The City does not contribute this amount for the CalPERS Safety employees.

ARTICLE 15 – SICK LEAVE

Sick leave, with pay, accrues at the rate of 3.6923 hours per pay period for each period an employee is in a paid status at least 50% or more of the period. Rules governing sick leave use and eligibility are noted in the City of Madera Personnel Rules and Regulations manual.

In addition to the reasons for use of Sick Leave as stated in the Personnel Rules & Regulations, an employee may utilize accrued Sick Leave hours for any absence designated by the City as being covered by the Federal Family Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), regardless of the reason for the leave. It will be the employee's responsibility to complete the required paperwork to certify the need for leave and he/she must provide timely notification of the need for leave in compliance with FMLA/CFRA regulations. Use of Sick Leave for this purpose will not commence until such requirements have been met. Use of Sick Leave for family members when the leave has been designated as FMLA/CFRA will not count against the employee's annual limit of Family Sick Leave as provided in Article 16 of this MOU.

Sick Leave Cash-out: Employees who are members of the Law Enforcement Mid Management Group who were formerly members of the Mid Management Group prior to 7/1/83 may cash-out per the following:

a.) YRS OF SERVICE	SICK LEAVE CASH-OUT
5 (minimum)	10%
10	25%
15	30%
20	50% (maximum)

All other employees who are members of the Law Enforcement Mid Management Group may cash-out per the following:

b.) YRS OF SERVICE	SICK LEAVE CASH-OUT
5	7.5%
7	10.5%
10	15.0%
15	22.0%
20	30.0%

The cash-out conversion pertains only to retirements and positive separation. Negative termination's (discharge) are not eligible.

An employee has the option to convert 100% of the remaining sick leave upon retirement to PERS time-in-service.

ARTICLE 16 – FAMILY SICK LEAVE

Sick leave may be used up to the limit of seventy-two hours each calendar year:

1. For the diagnosis, care, or treatment of an existing health condition or preventative care for an employee's family member, including:
 - 1.1. Child (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis.)
 - 1.2. Spouse or Registered Domestic Partner
 - 1.3. Parent (including 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.)
 - 1.4. Grandparent
 - 1.5. Grandchild.
 - 1.6. Sibling.
2. To obtain any relief or services related to being a victim of domestic violence,

sexual assault, or stalking including the following with appropriate certification of the need for such services:

- 2.1. A temporary restraining order or restraining order.
- 2.2. Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
- 2.3. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
- 2.4. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
- 2.5. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
- 2.6. 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.

Such a leave is a part of Sick Leave accrual, not in addition to the annual accrual of Sick Leave. All conditions and restrictions placed by the City upon the use by an employee of sick leave to himself or herself shall apply to the use by an employee of sick leave to attend to an illness of his or her identified family member.

All other provisions for use of Sick Leave by the employee also apply to Family Sick Leave use. This includes, but is not limited to, the Sick Leave section of the Personnel Rules and Regulations.

ARTICLE 17 – INSURANCE BENEFITS

The City shall provide a monthly benefit dollar amount for each employee to purchase at a minimum employee only medical, dental, and vision coverage. The pay period equivalent of the benefit dollars will be paid each pay period an employee is in a paid status 50% or more of the period when eligible to participate in the health insurance plan. All employees receiving the benefit dollars will be required to participate in the premium conversion component of the IRS Section 125 plan at no cost to the employee.

The number of people the employee elects to enroll in the medical plan determines the amount of benefit dollars provided. If the cost the employee benefit elections are less than the benefit dollars provided the remainder will be added to the employee check. If the cost of the employee benefit elections is greater than the benefit dollars provided, then the remainder will be deducted from the employee check. Employees can waive participation in the health insurance plan if they provide evidence of other coverage and

such a waiver of coverage does not increase the premium charged by the carriers. Employees who waive coverage will receive \$300 per month.

Effective July 1, 2018, that contribution will be as follows:

<u>Coverage</u>	<u>Monthly Benefit Dollars</u>
Waiver of Coverage	\$300.00
EE Only	\$740.16
EE+1	\$1,354.83
EE+Family	\$1,971.79

Employer will continue offering teledoc services for the July 1, 2018-June 30, 2019 plan year. The teledoc services are captured in the medical plan premiums and monthly benefit allowance as indicated above and no contribution beyond the above monthly benefit allowance will be made by Employer.

The City reserves the right to determine the carriers and will seek input from the bargaining units regarding plan design of the standard benefits and possible voluntary optional benefits. Optional benefits include, but are not limited to, dependent coverage and participation in flexible spending accounts.

To comply with Internal Revenue Service (IRS) Regulations for “Eligible Opt Out Arrangements” under the Section 125 plan, Employees who seek to waive health benefits coverage must provide a copy of their insurance card demonstrating other coverage or provide sufficient plan information as determined by the City’s Human Resources Department such as the carrier and group number of the plan. Additionally, to meet IRS requirements, employees must attest to the fact that the plan they have that allows them to waive participation in the City’s plan meets Minimum Essential Coverage (MEC) requirements of the Affordable Care Act and that all members of their tax family have coverage that meets MEC requirements. Such waiver and attestation shall be captured on forms provided by the Human Resources Department. There is not intent of the parties to convey requirements more stringent than those required by the Affordable Care Act and/or the IRS Regulations.

Plan design of the health care coverage (medical, dental and vision) will remain the same as provided in the previous MOU. However this group agrees to the City proposal to change the plan design, as presented, when such action can be taken for all bargaining units. Current and proposed health care benefits are defined in greater detail in the summary of benefits and evidence of coverage booklet for each carrier/plan.

The City provides term life insurance for employees in the Group in the amount of \$25,000 coverage which includes accidental death and dismemberment (AD & D) coverage. The City also provides dependent life in the amount of \$5,000 and Long Term Disability Insurance, which provides salary replacement benefits.

ARTICLE 18 – TEMPORARY ASSIGNMENT TO PERFORM DUTIES OF A HIGHER CLASSIFICATION

Permanent employees assigned in writing to perform duties of a higher classification shall receive a five percent (5%) increase, or to the first step of the higher level class, whichever is greater, after working fifteen (15) consecutive days, or 120 hours, in such higher paid class. To be eligible for such pay the employee must assume a majority of the duties and responsibilities of the higher level class, and the assignment must be approved by the City Administrator.

ARTICLE 19 – GRIEVANCE PROCEDURE

Definition: A grievance is defined as a complaint of an employee or a group of employees concerning the interpretation or application of the provisions of the Memorandum of Understanding or the City Personnel Rules and Regulations.

A grievance does not include concerns or complaints whereby the solution would require the exercise of legislative power such as the adoption or amendment of a resolution, rule, regulation or policy established by legislative or judicial bodies other than the City Council; concerns or complaints regarding disciplinary action of an employee who has appeal rights as expressed in the MOU or City Rules and Regulations; and/or concerns or complaints whereby the solution is within the scope of representation subject to the meet and confer process.

Step 1: An employee shall first discuss the issue with the immediate supervisor as soon as practical and in any event no later than 10 working days from the occurrence or the knowledge of the occurrence of the issue. The supervisor will review the matter and attempt to resolve the issue on a timely basis.

Step 2: If the employee is not satisfied with the response of the immediate supervisor during the informal review, the employee may submit the issue for formal review. This is accomplished by preparing a written request for review stating the specific City policy and/or provision of the applicable MOU that was improperly applied and stating the specific resolution desired. This written request is to be submitted to the immediate supervisor for review within 5 working days of receipt of the supervisor's response during the informal review. The supervisor has 5 working days to respond to the formal grievance.

Step 3: If not satisfied with the response at Step 2, the employee may request, in writing, the matter be reviewed by the Department Head. This review must be requested within 5 working days of the receipt of the response at Step 2. The Department Head shall schedule a meeting to hear the grievance within 10 working days of receipt and shall provide a written decision within 5 working days of hearing the grievance.

Step 4: If not satisfied with the decision of the Department Head, the employee may request, in writing, the matter be reviewed by the City Administrator or designee. The request must be submitted within 5 working days of receipt of the decision at Step 3. The City Administrator will provide further review of the issue as appropriate and prepare a written response to the employee within 10 working days of receipt of the written request for review. The decision of the City Administrator or designee is final and not subject to further appeal or review.

If the employee fails to respond within the time periods provided, the grievance is withdrawn and is not subject to further review or appeal. If City management fails to respond within the time periods provided, the employee may proceed to the next step in the process. The City and the employee may mutually agree to extend the time periods discussed above or may agree to waive Steps 1-3 when the issue involves staff from more than one department or when the subject of the grievance is not within the jurisdiction of the supervisor or Department Head.

ARTICLE 20 – CORRECTIVE/DISCIPLINARY ACTIONS

Corrective/Disciplinary Action may be taken against any regular employee of the City up to and including termination of employment when employee performance or behavior is determined to be below expectations desired or outside the standards of the work environment. The City will administer a progressive discipline approach up to and including termination of employment. However, the City reserves the right to determine the form of discipline to be imposed based on several factors, including but not limited to, the severity and frequency of the cause of action as well as the employment history of the employee.

Grounds for Corrective Disciplinary Action

Poor performance or any violation of a City rule, regulation, policy, procedure, or ordinance may require Corrective/Disciplinary Action. The poor performance or violation may involve a single incident or a series of infractions. In this regard, acts which may be the basis for action up to and including termination of employment include, but are not limited to, the following:

Fraud in securing employment

Incompetence

Inefficiency

Inexcusable neglect of duty

Insubordination

Dishonesty

Unauthorized absence without leave

Conviction of a felony or conviction of a misdemeanor involving moral turpitude

Continued or flagrantly discourteous treatment of the public or another employee

Improper political activity

Misuse or theft of City property

Violation of City rules, regulations, policies, procedures or ordinances

Other failure of good behavior either during or outside of duty hours which is of such a nature that it causes discredit to the City or an employee's employment or creates a conflict of interest

Falsifying, and/or unauthorized removal or destruction of City records

Unauthorized possession of firearms or explosives

Harassment (sexual or otherwise) of another employee or member of the public

Gambling on duty or while on City property

Either (a) the sale, purchase, transfer, possession, or consumption of alcoholic beverages or illegal drugs or (b) the use of drugs which impair the senses or the ability to perform the job during normal working hours or on City premises

Excessive tardiness

Failure to properly report absence

Types of Corrective/Disciplinary Action

Corrective/Disciplinary Action normally progresses from the least to the most severe action. However, some available actions may be bypassed depending upon the severity of the infraction. Nothing in this section shall be interpreted as restricting the City's right to take Corrective/Disciplinary Action, including the immediate placement of an employee on Administrative Leave with pay, if in the sole discretion of the City, doing so would prevent the disruption of City services or potential harm to others.

It is recognized that many problems not directly associated with an employee's job can have an effect on job performance. In such situations, the City may believe that an employee may benefit from professional assistance outside the work place and may

require an employee to consult with the Employee Assistance Program as part of the Corrective/Disciplinary Action process.

The following actions may be taken in an effort to achieve improved job performance or modify inappropriate work-related behavior.

Counseling: An informal discussion with an employee designed to clarify and remedy unacceptable behavior or performance. This discussion may include the clarification of standards and a review of performance or behavior that is determined to be below standard. This action is documented by the immediate supervisor for future reference and is not subject to appeal.

Retraining: A documented effort to achieve appropriate performance or conduct when an employee's lack of skill or knowledge is determined to be the cause of the problem. This action is documented by the immediate supervisor for future reference and is not subject to appeal.

Oral Reprimand: A formal discussion with an employee about performance or conduct problems and City expectations and requirements. This action is documented by the immediate supervisor for future reference and is not subject to appeal.

Written Reprimand: A written document presented to an employee regarding performance or conduct problems and expectations and requirements. This document is maintained in the official personnel file and is subject to appeal only by sworn staff.

Disciplinary Suspension: An involuntary absence without pay for a period up to 30 calendar days. Suspension may be caused by one grave offense, but it more often occurs due to an accumulation of various offenses. (Note: Disciplinary suspensions from paid status for periods of less than one week are not applicable to employees classified as exempt for the purposes of the Fair Labor Standards Act unless they are imposed for infractions of safety rules of great significance.)

Disciplinary Salary Reduction: A reduction in pay from the employee's current step within the assigned salary range to any lower step within the same salary range.

Disciplinary Demotion: A change in status from a position in one classification to a position in a classification with a lower maximum salary.

Termination: Removal from City service. Removal may be caused by one grave offense, but it more often occurs due to an accumulation of various offenses. Termination is seldom used for a first offense unless the violation is so serious that no other response is appropriate.

Prior to the imposition of Corrective/Disciplinary action in the form of suspension, disciplinary salary reduction, demotion or termination, a written notice of the intended disciplinary action will be served on the employee. Such notice shall be served upon the

employee personally or by mail and shall include a statement of the nature of the intended disciplinary action, a statement of the causes, a statement of the acts or omissions upon which the causes are based, a copy of the documents or material upon which the actions is based, a statement advising the employee of rights to respond to the notice before disciplinary action is taken, a statement advising the employee that if Corrective/Disciplinary Action is imposed, they may appeal to the Civil Service Commission.

Employees wishing to respond to the notice of intended disciplinary action must make a request to the City Administrator within 5 normal business days of the notice being served. The employee may respond either orally or in writing. The employee may be represented by another person in presenting his/her response. The individual representing the employee may not be someone directly involved with the employee's immediate working environment unless this individual is an official representative of the employee group. The City Administrator may amend, modify or revoke any or all of the pending charges including the recommended disciplinary action if there are mitigating circumstances.

If the employee wishes to appeal any action imposed by the City Administrator, the employee may file a written notice of appeal in response to the imposed action. A written notice to appeal must be filed with the Director of Human Resources within 10 working days from the effective date of the disciplinary action. The notice of appeal shall contain statements of fact, which would support the rescission or amendment of the imposed disciplinary action. Failure to file a written notice of appeal within this specified time period shall be deemed a waiver of any right to appeal the action taken. No exceptions to this failure to file time period shall be permitted.

ARTICLE 21 – PAY DATE

Pay dates shall remain the same as they are currently.

ARTICLE 22 – MILEAGE REIMBURSEMENT

For authorized use of an employee's vehicle, the employee will be reimbursed per mile at the current IRS rate. A valid California drivers license and insurance coverage is required.

Employees receiving mileage reimbursement or driving a take-home vehicle will be subject to IRS fringe benefit reporting requirements.

ARTICLE 23 – OPENERS

In addition to other items specified in this agreement for meet and confer and discussion during the term of the agreement there shall be openers for the following:

During the term of this agreement there shall be openers as follows:

1. To review and make revisions to the City Code related to Civil Service and Personnel, and Personnel Rules and Regulations. Any such changes are contingent upon use of the meet and confer process to obtain a single version of these documents applying to all bargaining units.
2. To meet and confer should Social Security be mandated on the City, requiring employees to be covered by this benefit.
3. To meet and confer should any mandates from the State of California change the rules related to Employee/Employer Relations.
4. In the event that the City determines that a reduction in force is necessary in this unit during the course of this agreement, the City agrees to solicit fiscal alternatives from LEMM before implementing a reduction in force.

ARTICLE 24 – SEPARATION

It is understood and agreed that this Memorandum of Understanding is subject to all present and future Federal and State laws and regulations and the provisions hereto shall be effective and implemented only to the extent permitted by such laws and regulations. If any part of this Memorandum of Understanding is in conflict or inconsistent with such regulations, or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable provision of Federal or State laws or regulations, such part or provision shall be suspended and superseded by such applicable laws and regulations and the remainder of this Memorandum of Understanding shall be not affected thereby and shall remain in full force and effect.

ARTICLE 25 – TERM OF MOU

This MOU shall be effective September 5, 2018 and shall remain in full force and effect to June 30, 2019.

ARTICLE 26 – RECLASSIFICATION EMPLOYEE INITIATED

Position Reclassification

An employee who believes his/her position is wrongly classified may submit a written request to the Human Resources Department for reclassification. Requests shall state the reason the employee believes the present class is not appropriate and which class the employee believes is appropriate, based on the employee's present duties. Requests must be made to the Human Resources Department in January or February so that changes may be included in the next fiscal year budget.

Classification Analysis

The supervisor shall forward the request to the department head. The department head shall then request that the Human Resources Director conduct a classification analysis. When the classification analysis is completed, a written response will be sent to the employee and the department head. The city shall endeavor to complete the analysis as soon as practicable.

Appeals

If the employee disagrees with the response of the Human Resources Director, he/she may appeal to the City Administrator in writing. The written appeal must state the reasons why he/she feels that the Human Resources Director's findings were incorrect. The City Administrator may review the appeal, assign it to his designee or establish an advisory committee to review the matter. The decision of the City Administrator shall be final.

SIGNATURES

REPRESENTATIVES OF THE LAW ENFORCEMENT MID MANAGEMENT GROUP



Brian Esteves, LEMM Representative

8/28/18
Date



Eric LiCalsi, Legal Counsel

8/30/18
Date

MANAGEMENT REPRESENTATIVE OF THE CITY OF MADERA



Steve Frazier, City Administrator

9/12/18
Date



EMPLOYEE SALARY SCHEDULE
LAW ENFORCEMENT MID-MANAGEMENT GROUP

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Executive Secretary to the Chief of Police	LEMM	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03
Police Auxiliary Services Supervisor	LEMM	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71
Police Commander	LEMM	504	\$4,056.72	\$4,259.92	\$4,472.92	\$4,696.20	\$4,931.23	\$5,177.52
Police Lieutenant	LEMM	487	\$3,727.19	\$3,913.25	\$4,109.11	\$4,314.76	\$4,530.21	\$4,756.91
Police Office Supervisor	LEMM	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71