

# **MEMORANDUM OF UNDERSTANDING**

**Between**

**City of Menifee**

**And**

**Menifee City Employees' Association  
(Professional Unit)**



**July 1, 2024 – June 30, 2027**

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## **ARTICLE 1. MEMORANDUM OF UNDERSTANDING**

### **1.1 Parties to Memorandum of Understanding**

This Memorandum of Understanding ("MOU") is made and entered into by and between the City of Menifee, a Municipal Corporation ("City"), and the Menifee City Employees' Association ("Association").

### **1.2 Governing Statute**

This MOU is entered into pursuant to the Meyers-Milias-Brown Act ("MMBA"), Government Code Section 3500 *et seq.*

### **1.3 Term**

This MOU shall remain in full force and effect from July 1, 2024 through June 30, 2027. This MOU is a three-year agreement with no reopeners. If there is a change in state or federal law after the ratification and adoption of this MOU, which results in a direct and irreconcilable conflict with any specific term of this MOU, at the request of either party, the City and the Association shall negotiate over the effected specific term.

## **ARTICLE 2. RECOGNITION AND DESCRIPTION OF BARGAINING UNIT**

### **2.1 Recognition**

The City recognizes the Menifee City Employees Association as the exclusive representative of the Professional Employees Unit in accordance with the April 4, 2017 Certification of Representative by the Public Employment Relations Board ("PERB").

### **2.2 Description of Bargaining Unit**

The description of the bargaining unit ("Unit") is incorporated herein by reference. Unit members include the following represented classifications:

Accountant I/II	IT Analyst
Assistant City Clerk	Management Analyst I/II
Audio Visual System Coordinator	Park/Landscape Maintenance Supervisor
Budget and Grants Analyst	Permit Center Coordinator
Code Enforcement Supervisor	Police Records Supervisor
Community Services Supervisor	Public Works Maintenance Supervisor
Crime Analyst	Sr. Accountant
Field Supervisor	Sr. Engineer
Financial Analyst	Sr. Management Analyst
Fleet & Equipment Supervisor	Sr. Planner
GIS Coordinator	Sr. Police Personnel & Training Analyst

### 2.3 Members on Leave of Absence

Bargaining unit members on an authorized leave of absence shall remain members of the bargaining unit during such leave of absence.

### 2.4 Proposed Changes

The City and the Association agree to attempt to resolve any proposed changes to the description of the bargaining unit before requesting PERB to intervene in such issues.

## **ARTICLE 3. PURPOSE**

### 3.1 Purpose

It is the purpose of this MOU to promote and provide for harmonious relations, cooperation, and understanding between the City and the employees covered herein, to provide an orderly and equitable means of resolving any misunderstandings or differences which may arise under this “MOU”, and to set forth the understanding and agreement of the parties reached as a result of good faith negotiations.

## **ARTICLE 4. NON-DISCRIMINATION**

### 4.1 Protection of Rights

The parties mutually recognize and agree to fully protect the rights of all employees to join and participate in the activities of the Association, and to have the Association represent them in their employment relations with the City. It is further agreed that nothing herein shall prohibit an employee from representing themselves individually or appearing on their own behalf with the City. No employee shall be intimidated, coerced, restrained, or discriminated against because of the exercise of these rights.

4.2 Equal Protection of Rights

The provisions of this MOU shall be applied equally to all employees, and no person shall be benefited or discriminated against in any manner based on a protected characteristic which is inconsistent with the standards set forth in federal and California anti-discrimination statutes or with any Ordinance, Resolution, or Personnel Rule or Regulation of the City. Alleged violations of this Section 4.2 are not grievable under the MOU's Grievance Procedure ("Article 14"). An employee may file a formal complaint internally with Human Resources and pursue alleged discrimination through procedures established by California or federal statutes and regulations.

**ARTICLE 5. EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES**

5.1 Dues and Benefit Deductions Program

5.1.1 The City shall deduct Association dues from the pay of Association members. The amounts to be deducted for Association dues shall be certified to the City by the designated Association official. The deductions shall be forwarded to the designated Association official within ten (10) calendar days of deduction.

5.1.2 The Association hereby agrees to indemnify and hold the City harmless for any loss or damages, claims, or causes of action, arising from the operation of this provision of the MOU.

5.2 Maintenance of Membership

5.2.1 Subject to applicable law, all regular, full-time unit employees who, on the effective date of this Agreement are members of the Association in good standing, and all employees who thereafter become members, shall maintain their membership with the Association in good standing during the term of this Agreement. However, employees shall have the right to resign their membership during the month of December of any year. Unit employees may exercise their rights to resign by notice in writing to the Association during this period.

5.3 Representational Time Off

5.3.1 Pursuant to relevant Government Code Sections, the City shall allow a reasonable number of Association employee representatives four (4) hours of time off per fiscal year without loss of compensation or other benefits while formally meeting and conferring with representatives of the City on matters within the scope of representation as defined in the Government Code, or as may be required under Article 5.6, or Article 14, Grievance Procedure.

5.4 Bulletin Boards

5.4.1 A reasonable number of bulletin boards or the ability to have an “electronic bulletin board” through the City’s SharePoint site will be provided by City in a non-public location upon which the Association may post notices of official Association business which may include recreational and social affairs, notices of meetings, benefit programs, trips, elections, appointments, and results of elections, bulletins of employee rights, notices of City Council actions, notices of employer/employee-relations updates, and reports of grievance and arbitration matters, provided that any notice must be on official Association-identified paper and a copy sent to the Human Resources Manager prior to posting. Each item to be posted shall have a remove- by-date, except for those items designated by the Association for permanent posting. No Department shall arbitrarily

remove said posting without consent of the Association (except for dated material). In any event, no posting shall contain any vulgar, profane or malicious material or derogatory statement about any City employee or elected official, and no campaign information shall be posted except for the internal Association elections. The posting of any other classes of notices at City workstations or premises is prohibited without the prior permission of the City Manager or the Human Resources Department.

5.5 Association Access to New Employees

- 5.5.1 The City shall designate the appropriate new employee(s) orientation meeting where one Association employee member may meet with new Association represented employee(s) for up to thirty (30) minutes to provide information to the new employee(s).
- 5.5.2 Pursuant to AB 119, the City agrees to provide no less than 10-days' notice in advance of any new employee orientations and provide the Association mandatory access to the orientation(s). Orientation refers to any onboarding process, whether in person, online or through other means. Access shall be determined by the Association, which could mean representational attendance or correspondence.
- 5.5.3 The City retains the exclusive right to have one meeting for the purposes of this section in cases where multiple employees have been hired.

5.6 Representational Information

- 5.6.1 Pursuant to AB 119, the City agrees to provide the Association with the name, job title, department, work location, and work telephone number of newly hired employees within 30-days of the date of hire. The City also agrees to provide the Association with the name, job title, department, work location, work, home and personal cellular telephone numbers, personal email addresses and home address of all bargaining unit employees every 120 days.
- 5.6.2 Investigations

- 5.6.2.1 An employee required to attend an investigatory interview with the employee's supervisor(s) is entitled to Association representation where the employee has a reasonable basis to believe that he or she may be disciplined as a result from the meeting. The employee must request Association representation. The right to Association representation generally does not apply to an investigatory meeting concerning solely another employee's conduct where the employee questioned at the meeting is merely a witness to the incident or has possible knowledge of the incident. The right to Association representation does not apply in coaching and mentoring sessions, or where the employee is given work performance direction, assistance or guidance from their supervisors.

## **ARTICLE 6. CITY MANAGEMENT RIGHTS**

### **6.1 Management Rights**

- 6.1.1 The City reserves, retains, and is vested with all rights to manage the City. The constitutional, statutory, or inherent rights, powers, authority, and functions shall remain exclusively vested with the City pursuant to Government Code Section 3500 et seq. These rights include but are not limited to the following:
- 6.1.1.1 Manage the City.
  - 6.1.1.2 Determine the necessity, organization, and standards to implement any service or activity conducted by the City.
  - 6.1.1.3 Recruit, select, hire, evaluate, promote, and discipline.
  - 6.1.1.4 Determine and/or change the City facilities, methods, technology, equipment, and apparatus.
  - 6.1.1.5 Determine and/or change the size and composition of the City work force and assign work to employees.

- 6.1.1.6 Determine the issues of public policy and the overall mission of the City.
- 6.1.1.7 Maintain order and efficiency in City facilities and operations.
- 6.1.1.8 Establish and promulgate and/or modify rules and regulations, policies and procedures related to safety and health in the City, and to require compliance therewith.
- 6.1.1.9 In the case of an emergency (act of God, war, or riot), suspend the provisions of this Agreement.
- 6.1.1.10 All rights, powers, authority, and functions of management, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City.

**ARTICLE 7. AMENDMENTS TO PERSONNEL RULES AND REGULATIONS**

**7.1 Amendments**

It is understood and agreed that there exists within the City, in written form, Personnel Rules & Regulations. Except as specifically modified by this MOU, these Rules & Regulations, and any subsequent amendments thereto, shall be in full force and effect during the term of this MOU. Before any new or subsequent amendments to the City's Personnel Rules & Regulations directly affecting wages, hours, and terms and conditions of employment are implemented, the City shall meet and confer with Association regarding the changes in accordance with Government Code section 3500, et seq. Nothing provided herein shall prevent the City from implementing new or modified Personnel Rules & Regulations during the term of MOU, provided it has met and conferred with Association as required by law.

**7.2 Electronic Posting**

The City's Personnel Rules & Regulations are posted on the Human Resources link on the City of Menifee webpage. These Personnel Rules & Regulations address the following general categories which are not covered in the MOU:



- 7.2.1 Personnel system, Classification plan and selection process, appointments, changes to positions, general employment matters, donated leave for catastrophic illness or injury, and workers compensation.

**ARTICLE 8. PEACEFUL PERFORMANCE OF CITY SERVICES**

**8.1 No Strikes or Concerted Activities**

For the life of the MOU, the Association, its officers, and/or members agree that they will not cause, condone, or participate in any concerted activity which affects the performance of their assigned duties and responsibilities. This shall include the withholding of services or other interference with City operations, including compliance with the request of other employees and/or labor organizations to engage in said activities.

**8.2 Violations**

The City may take whatever action is deemed appropriate provided it does not violate any employee's rights under applicable statutes.

**8.3 Prompt Disavowal by Association**

In the event of any concerted activity, the President or authorized representative of the Association shall, as soon as practicable, publicly disavow any such conduct and request the employee(s) to return to work and attempt to bring about prompt resumption of normal City operations. The Association shall notify the City shortly thereafter as to the measures taken to comply with these provisions.

**ARTICLE 9. SALARIES AND COMPENSATION**

**9.1 Job Series Development**

When appropriate and recommended by the Department Director and Human Resources Director, job descriptions shall be updated by Human Resources to allow for a job series and promotional opportunities within a series.

**9.2 Salary Increases**

- 9.2.1 Effective July 1, 2024, all employees in unit represented by Association shall receive a base salary increase of four percent (4%).

9.2.2 Effective July 1, 2025, all employees in unit represented by Association shall receive a base salary increase of four percent (4%).

9.2.3 Effective July 1, 2026, all employees in unit represented by Association shall receive a base salary increase of four percent (4%).

9.3 Revenue Based Salary Increase

9.3.1 If City's combined ongoing property tax and sales tax revenue ("revenue") exceeds budget estimates, excluding Measure DD Quality of Life taxes and one-time sales tax collections, salary increase amounts will be adjusted as follows:

9.3.1.1 Year 2 (beginning July 1, 2025)

9.3.1.1.1 An additional 0.5% base salary increase (4.5% total) if prior year revenue exceeds estimates by \$500,000.

9.3.1.1.2 An additional 1.0% base salary increase (5% total) if prior year revenue exceeds estimates by \$1,000,000.

9.3.1.2 Year 3 (beginning July 1, 2026)

9.3.1.2.1 An additional 0.5% base salary increase (4.5% total) if prior year revenue exceeds estimates by \$500,000.

9.3.1.2.2 An additional 1.0% base salary increase (5% total) if prior year revenue exceeds estimates by \$1,000,000.

9.3.2 The City determines budgeted revenues based on several sources including information from Federal, State, and County governments, along with information from consultants, such as HdL. The City's budgeted revenues are presented by the Finance Department utilizing these resources and approved by the City Council. Based on the timing the City receives sales tax reports from the State, the City will strive to determine if revenue exceeded estimates, as identified above, by the end of September each year and make the appropriate adjustments.

9.4 Executive Leave

- 9.4.1 Professional employees are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).
- 9.4.2 As an FLSA-exempt employee of the City, Professional employees shall be granted sixty (60) hours of Executive leave each fiscal year.
- 9.4.3 FLSA-exempt employees must schedule and receive approval for use of Executive leave in accordance with Department policies.
- 9.4.4 Executive leave may be used for any reason.
- 9.4.5 Executive leave must be used in the fiscal year granted. Unused hours shall be cashed out annually in the last pay period of the fiscal year.
- 9.4.6 In the event of termination/separation of employment, employees will receive payment for any unused Executive leave.
- 9.5 Meal Allowance
  - 9.5.1 City shall pay a meal allowance for afterhours call-outs that take more than four (4) hours, at the IRS per diem rate.
- 9.6 Other Compensation
  - 9.6.1 Class A Driver's License – \$75.00 monthly stipend (paid semi-monthly) for employees who operate City vehicles which require a valid Class A California Driver's License.
  - 9.6.2 Notary Public – \$25.00 monthly stipend (paid semi-monthly) for employees who provide Notary services for City business.
  - 9.6.3 Education/Certification Incentive – 2% of base salary for a professional certification/Bachelor's Degree or 4% of base salary for a Master's Degree, subject to the following requirements.
    - 9.6.3.1 Degree/Certification must be job-related and above the minimum requirements for the employee's current classification.
    - 9.6.3.2 Employees may not compound multiple degrees and/or certifications.

9.6.3.2.1 Ex. An employee with two eligible certifications and a Master's Degree above the minimum requirements will only receive a 4% incentive.

9.6.3.2.2 Ex. An employee with two eligible certifications above the minimum requirements will only receive a 2% incentive.

#### 9.6.3.3 Certification Requirements and Procedure

9.6.3.3.1 To be eligible, the certification must require the employee to pass a standardized examination designed to assess their proficiency or require extensive coursework, such as completion of several courses over a period of 6 to 12 months (i.e. not a "completion certificate" for a 2 hour online course).

9.6.3.3.2 It is the employee's responsibility to submit all necessary documentation to their Department Director and the Human Resources Department for review and approval. Compensation will be effective the date the employee submits all required documentation if approved by the Department Director and Human Resources Department.

#### 9.6.4 Maintenance of Licenses/Certifications

9.6.4.1 If a license or certification has an expiration date, the employee must submit verification of renewal prior to the expiration date or the other compensation pay will stop.

9.6.4.2 Other compensation pay will resume once the employee submits verification of renewal (i.e. no retroactive pay).

### 9.7 Longevity Pay

9.7.1 The City will pay longevity pay as follows (compounding):

9.7.1.1 Additional 3% of base pay for 10-14 years of service with the City.

9.7.1.2 Additional 4% of base pay for 15-19 years of service with the City.

9.7.1.3 Additional 5% of base pay for each year after 20 years of service with the City.

9.7.2 Longevity pay shall not exceed 12% of base pay annually after 20 years of service.

9.7.3 Longevity payments shall be paid biweekly and not as a lump sum.

9.8 Bilingual Pay

9.8.1 Qualifying employees shall be paid One Hundred Twenty-Five Dollars (\$125) per month if they are bilingual (speak only), and One Hundred Seventy-Five Dollars (\$175) per month if they are bi-literate (speak, write, and read).

9.8.2 The only qualifying language is Spanish.

9.8.3 Unit employees must pass a standardized Spanish language test (pass/no pass) to be administered by a testing agency selected by the City.

9.8.4 To qualify for bilingual pay, Spanish must be a regular part of the employee's daily duties as determined by the City's Human Resources Department and employee's Department Director.

9.8.5 Only those employees compensated to provide this service will be called upon to assist the public.

9.9 Tool Allowance

9.9.1 City shall pay \$2,000 annually to Fleet Mechanic positions who utilize their personal tools for City use. The annual allowance shall be paid upon hire and at the beginning of each fiscal year of employment thereafter.

9.10 Boot Allowance

9.10.1 The City shall provide an annual allowance of \$300, payable by voucher, for the purchase of safety boots and life-extending products (such as Tuff Toe). To be eligible, an employee must be required to wear safety boots as a regular part of their daily duties as determined by the City's Human Resources Department and their Department Director.

9.10.2 Current classifications, which may be amended to include new/additional future positions, approved for boot allowance include the following:

Field Supervisor	Public Works Maintenance Supervisor
Fleet & Equipment Supervisor	Sr. Engineer
Park/Landscape Maintenance Supervisor	

9.11 Cell Phones

9.11.1 City shall maintain its current practice of providing a City-issued cell phone to those employees who require a cell phone to perform their normal duties. Alternatively, eligible employees, who wish to use their personal cell phones, can receive a stipend of Seventy-Five Dollars (\$75) per month. In such an event, cell phone stipend is taxable income and is not reported to CalPERS as compensation earnable or pensionable compensation.

9.12 Life Insurance

9.12.1 City will provide, at its expense, group life insurance in the amount Seventy Five Thousand Dollars (\$75,000) for full-time employees in the bargaining unit.

9.13 Health Insurance

9.13.1 The City shall provide the following monthly allocations (“cafeteria plan”), based on the employee’s medical enrollment level, which may be applied toward the cost of any benefit made available by the City at the option of the employee:

Effective July 1, 2024

Coverage Level	Monthly Allocation
Employee Only	\$1,500
Employee + 1 Dependent	\$1,850
Employee + Family	\$2,100

Effective January 1, 2026

Coverage Level	Monthly Allocation
Employee Only	\$1,500
Employee + 1 Dependent	\$1,850
Employee + Family	\$2,250

Effective January 1, 2027

Coverage Level	Monthly Allocation
Employee Only	\$1,500
Employee + 1 Dependent	\$1,850
Employee + Family	\$2,400

9.13.2 Medical insurance is available through CalPERS for the employee and eligible dependents. Dental and vision insurance is available for employee and eligible dependents. Employees who opt-out of health insurance or use less than the City's monthly allocation may receive any unused amount as cash, subject to the Cash in Lieu limitations below.

9.13.3 Employees have the option to convert unused cafeteria plan contributions to a 457(b) deferred compensation plan.

9.14 Cash in Lieu of Medical Insurance Phase Out

9.14.1 Employees hired prior to July 1, 2017 and who opt out of medical insurance are eligible to receive a cash-in-lieu payment up to one thousand two hundred dollars (\$1,200.00) per month.

9.14.2 Employees hired on or after July 1, 2017 and who opt out of medical insurance are eligible to receive up to one thousand two hundred dollars

(\$1,2000.00) per month deposited into a 457(b) deferred compensation plan (with no cash option).

9.14.3 Employees who opt out of medical insurance must demonstrate proof of other coverage to be eligible for this benefit.

9.14.4 For employees who opt out of medical insurance, the remaining portion of the City's Employee Only monthly allocation for benefits that is not compensated as cash-in-lieu or deposited into a 457(b) deferred compensation plan, may be applied to purchase other City benefits in accordance with the terms of those benefit plans.

#### 9.15 Retirement

The City provides employees with retirement benefits through the California Public Employees' Retirement System (CalPERS).

9.15.1 In accordance with the California Public Employee's Pension Reform Act of 2012 ("PEPRA"), for the purpose of retirement benefits through CalPERS, employees are defined as either a "Classic" or "New" member of CalPERS.

##### 9.15.1.1 Definition of a "Classic" Member:

Any employee hired by the City on or prior to December 31, 2012; or any employee previously employed by a CalPERS participating public agency, hired by that agency prior to January 1, 2013, and who becomes employed by the City with less than a six (6) month break in service, or any employee who is eligible for reciprocity with another California public retirement system.

##### 9.15.1.2 Definition of a "New" Member:

Any employee hired by the City or any other CalPERS participating public agency, on or after January 1, 2013; or any employee previously employed by a CalPERS participating public agency who becomes employed by the City after a break in service of greater than six (6) months; or any employee who is ineligible for reciprocity with another California public retirement system.



9.15.2 Retirement formulas and calculations are based upon a combination of the employee's age, years of service, and annual pensionable compensation.

9.15.2.1 "Classic" Member Retirement Formula:

For employees who are defined as "Classic" members, the City contracts with CalPERS to provide a "2.7% @ 55" plan. There is no cap on annual salary that can be used to calculate final compensation. The plan is based upon the single highest year salary.

9.15.2.2 "New" Member Retirement Formula:

For "New" members hired on or after January 1, 2013, PEPR mandates a "2% @ 62" plan. There is a pensionable compensation cap on annual salary used to calculate final compensation. The plan is based upon a three (3) year average of salary.

9.15.3 The rate of contributions by both the City and each individual employee is based upon applicable law and MOU provisions. The Employer Paid Member Contributions (EPMC) phase out for "Classic" members is detailed in Section 9.14.3.2.

9.15.3.1 City Contributions

9.15.3.1.1 For "Classic" members, the City will contribute the full (100%) cost of the employer's share.

9.15.3.1.2 For "New" members, in accordance with PEPR, the City will contribute half (50%) of the normal costs, as determined by CalPERS each year.

9.15.3.2 Employee Contributions

9.15.3.2.1 For "Classic" members hired before December 6, 2011, the following contribution table applies:

Effective Date	Employee Contribution	EPMC
July 1, 2018	1.0%	7.0%

July 1, 2019	2.0%	6.0%
July 1 2020	3.0%	5.0%
July 1, 2021	4.0%	4.0%
July 1, 2022	5.0%	3.0%
July 1, 2023	6.0%	2.0%
July 1, 2024	7.0%	1.0%
July 1, 2025	8.0%	0.0%

9.15.3.2.2 For "Classic" members hired on or after December 6, 2011, the following contribution table applies:

<b>Effective Date</b>	<b>Employee Contribution</b>	<b>EPMC</b>
July 1, 2012	3.0%	5.0%
July 1, 2013	6.0%	2.0%
July 1, 2014	8.0%	0.0%

9.15.3.2.3 For "New" members, in accordance with PEPR, each employee shall participate in equal (50%) cost sharing of the normal costs, as determined by CalPERS each year.

9.15.4 The City's contract with CalPERS provides additional optional benefits to eligible employees.

9.15.4.1 Military Service Credit

The City's contract with CalPERS includes the option to purchase Military Service Credit as Public Service (Government Code §21024). Accordingly, eligible employees with qualifying military service may contact CalPERS and arrange to purchase, at their own expense, up to four (4) years of service credit.

9.15.4.2 Annual Cost-of-Living Allowance

The City's contract with CalPERS provides the minimum Annual Cost-of-Living Allowance Increase (Government Code §21329) of two percent (2%).

9.15.4.3 Survivor Benefit

The City's contract with CalPERS provides the Fourth Level of 1959 Survivor Benefit (Government Code §21574).

9.15.4.4 Service Credit for Unused Sick Leave

The City's contract with CalPERS provides for Credit for Unused Sick Leave (Government Code §20965). Upon retirement, an employee may convert accumulated sick leave to retirement service credit.

9.16 Deferred Compensation

9.16.1 The City offers a 457(b) Deferred Compensation Plan. Each employee may defer up to the maximum allowed by the IRS.

9.17 Flexible Spending Account/Dependent Care

9.17.1 The City offers a flexible spending account which allows employees to set aside pre-tax dollars to pay for eligible healthcare and/or childcare expenses.

9.18 Education Reimbursement

9.18.1 Employees may request and be reimbursed up to three thousand dollars (\$3,000) per fiscal year for expenses incurred for tuition, books and fees for college-level or job-related courses or degree curricula upon prior approval of the City Manager.

9.19 Computer Loan Program

9.19.1 Every non-probationary member shall be entitled to participate in an interest-free loan program for the purchase of a computer and related equipment (software, printer, etc.; not to include supplies).

9.19.1.1 The purchase must be completed by direct payment from the City to an established vendor in the City's purchasing system, to include

Best Buy, Staples, and Amazon (at no time shall the City reimburse an employee for the purchase).

9.19.1.2 The maximum amount of any individual loan shall be no greater than \$1,000.00 including tax.

9.19.1.3 The repayment period is not to exceed one (1) year and shall be calculated by dividing the total cost by 26 pay periods, with a payroll deduction from each check until fully fully repaid, beginning with the first paycheck after issuance of payment to the vendor.

9.19.1.4 If member separates employment from the City prior to full repayment, the total amount due shall be deducted from the member's final paycheck.

9.19.1.5 The cumulative amount of loans outstanding at any one time shall not exceed \$100,000.

9.19.1.6 The loan shall be upon the terms and conditions established by the City.

## **ARTICLE 10. CHANGES TO POSITIONS**

### **10.1 Transfers**

10.1.1 After notice to the Human Resources Department and approval by the City Manager, an employee may be transferred to another department by their Department Director(s) at any time and for any reason, from one position to another position in the same or comparable classification, and without loss of compensation. Employees who desire a transfer may submit a request for transfer to their Department Director for consideration. The Department Director may deny the transfer request at their sole discretion. Employees may also submit a request to the Human Resources Department for consideration to transfer into an open vacant position of the same classification in another department.

10.1.2 If an employee voluntarily transfers to another position in the same or comparable classification and is not successful in that position, the employee may return to their former position.

10.1.3 The employee's salary evaluation date shall remain the same as it was before the transfer.

## 10.2 Reclassification of City's Personnel Rules & Regulations

10.2.1 Should the Human Resources Department determine through a position review that the job duties of a position in the competitive service have materially changed, the Human Resources Department may reassign the position to another classification.

10.2.2 An employee may be reclassified without competitive exam if the Human Resources Department determines that the employee has met the minimum qualifications of the new classification and has performed the duties of the reclassified position for a minimum period of six (6) months. Reclassification shall not be used for the purpose of avoiding competitive selection processes.

10.2.3 The employee's salary evaluation date shall change as a result of the reclassification.

10.2.4 The City shall notify the Association of any proposed reclassification and allow reasonable opportunity for the Association to elect to meet and confer regarding the proposed changes in accordance with Government Code section 3500, et seq.

## 10.3 Demotions

10.3.1 An employee may be demoted for cause pursuant to the Disciplinary Action policy, or for organizational reasons, pursuant to the Layoffs policy in Section 10.4.

10.3.2 A demoted employee shall be required to serve a probationary period in the lower classification unless the lower classification is in the same job series or the employee completed probation in the lower classification. In

the event the demoted employee does not pass probation, the employee will be terminated from employment.

10.3.3 The effective date of a demotion shall establish a new salary evaluation date.

#### 10.4 Lay-Offs

10.4.1 Should the City Manager determine reductions in force to be necessary due to lack of work or for financial reasons, it may initiate lay-offs. City shall notify Association of its intention and provide Association with an opportunity to negotiate the effects of a lay-off in accordance with the MMBA.

10.4.2 In determining the order of lay-offs, a combination of factors shall be considered, including but not limited to: seniority with the City; productivity; general performance; and the needs of the City. Variations from the order of lay-offs and recall from lay-off may occur when the City deems such variations appropriate under the circumstances. Before the commencement of any layoff of a regular full-time employee, the City will endeavor to review the contracts and consultants in a same or similar role to determine, based on the needs of the City, if reductions can be made to contractors or consultants first.

10.4.3 The factors the City, in its sole discretion, may use to determine the order of lay-offs include, but are not limited to, the following:

10.4.3.1 Probationary and temporary employees shall be laid off before regular employees in the same classification; and

10.4.3.2 Between two regular appointees in the same classification, the employee with lesser seniority shall be laid off first. If equal seniority exists between two employees in the same classification, then performance evaluation scores will determine the order of employee lay off.

#### 10.5 Bumping

- 10.5.1 “Bumping” means the displacement of an employee from their position by an employee in a higher classification who formerly held and passed probation in the same position, or a position in the same job family, and has been subject to a lay off.
- 10.5.2 A laid-off employee shall be entitled to bump an employee in the same position previously held by the laid-off employee, or a position in the same job family, in accordance with the criteria specified in this Bumping Rule. The laid off employee must be able to perform the essential job functions of the former position, with or without accommodation, and possess the minimum qualifications of the position, as specified by the job classification specification.
- 10.5.3 The City will notify laid-off employees of any positions available for bumping. Following receipt of such notification, and within three (3) calendar days of receipt of such notification, the employee must notify the Human Resources Department in writing of their intent to exercise their bumping rights, and the position and classification in to which they intend to bump. Failure to provide such notification will be deemed a waiver of bumping rights by the employee.
- 10.5.4 Where there is more than one laid-off employee entitled to bump an employee in the same position held by the laid-off employees, or a position in the same job family, factors in paragraph 1 of this Bumping Rule shall control the order of priority in which the laid-off employees may exercise their bumping rights.
- 10.5.5 Any displaced employee shall be considered as laid-off for the same reason as the person who displaced them, and shall in the same manner, be eligible to displace, or “bump”, another employee based on the criteria specified in paragraph 2 of this Rule.

#### 10.6 Reinstatement From Lay-Off

- 10.6.1 Following lay-off from City employment, laid-off employees may be reinstated to employment with the City upon the recommendation of the Department Director and with the approval of the Human Resources Department, to the position from which they were laid off based on their qualifications, availability, and the needs of the organization pursuant to the Reinstatement policy in Section 10.8 of MOU.

10.7 Separations

- 10.7.1 All employees who separate from City service, that is, whose employment with the City terminates through separation for cause, layoff, resignation, or retirement, must:
- 10.7.2 Return promptly all City property to the Human Resources Department or their immediate supervisor.
- 10.7.3 Make arrangements to repay any existing financial obligations owed to the City.
- 10.7.4 In addition, employees who resign or retire must also adhere to the following procedures before they will be deemed to have separated in good standing:
- 10.7.4.1 Submit a written notification stating their intent to resign or retire, and the proposed effective date of separation to their immediate supervisor.
- 10.7.4.2 If at all possible, provide the City with a minimum two weeks advance notice of separation. The City encourages employees who become aware of their pending separation from the City to let the Human Resources Department know as far in advance as possible.

10.8 Reinstatement

- 10.8.1 At the recommendation of the Department Director, and with the approval of the Human Resources Department, employees who (1) resigned, retired, or were laid-off and (2) were in good standing at the time of termination of their employment, may be reinstated to their former



position, if vacant, or to a vacant position in the same classification within twelve (12) months of their resignation, retirement or lay-off, without being subject to the application and conditional appointment requirements of the City's Personnel Rules & Regulations.

- 10.8.2 A reinstated employee shall serve a probationary period as defined in these Rules and Regulations, unless otherwise approved by the City Manager. If reinstated, credit may be granted for prior service in terms of benefit accrual rates and seniority, at the discretion of the Human Resources Department and in consultations with the Department Director; provided, however, that Employees reinstated following lay-offs shall receive credit for prior service to the City.

## **ARTICLE 11. GENERAL EMPLOYMENT MATTERS**

### **11.1 Hours of Work**

- 11.1.1 Daily hours of work (or shifts) for employees within Departments shall be assigned by the Department Director as required to meet the City's operational requirements. Full-time employment of unit employees is defined as forty (40 ) hours per week, five (5) days per week, eight (8) hours per day, unless otherwise agreed to by City Manager.
- 11.1.2 Absences or deviation from regular working hours for one or more full days, and the reason (e.g., sick, vacation, executive leave) shall be noted on the employee's time sheet or time record.

### **11.2 Nursing Mothers**

- 11.2.1 The City will provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for her infant child. The City shall make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area, for the employee to express milk in private.

### **11.3 Attendance**

- 11.3.1 All Departments shall keep daily attendance records of employees, which shall be reported to the Finance Department on the employee's timesheet.
- 11.3.2 When possible, employees who are unexpectedly unable to report to work as scheduled, shall give 1-hour advanced notice when calling off work to allow for planning of coverage, but no later than the employee's start time unless incapacitated and/or incapable. If the employee's immediate supervisor is not available, then the employee must notify the Department Director or their designee. Employees must inform their supervisor of the expected duration of any late arrival or absence. Employees who call later than their scheduled start time for their assigned shift will be deemed to have an unauthorized tardy or absence in violations of this attendance policy. Abuse or misrepresentation of any form of accrued or unpaid leave time will be grounds for discipline, up to and including termination.

#### 11.4 Employee Performance Evaluation

- 11.4.1 A report of performance of each employee shall be made by the respective Department Directors or their designees after completion of a probationary period and annually thereafter. Unless changed in accordance with City's Personnel Rules & Regulations, these evaluation dates shall constitute the employee's salary evaluation date for purposes of eligibility for a merit salary increase. Employees completing a six-month probationary period should also be evaluated; however, their salary evaluation date for purposes of eligibility for a merit salary increase shall not change from their promotion effective date. Employees shall continue to receive performance evaluations on their salary evaluation date even after the employee has reached the top of the applicable salary range. In addition, a performance evaluation may be prepared at any other time at the discretion of the employee's supervisor.
- 11.4.2 Each performance evaluation shall be discussed with the employee. The performance evaluation will address areas of successful performance and

areas that need improvement. The employee will have the opportunity to comment regarding work performance, either in a written statement attached to the report or orally. The employee shall sign the performance report to acknowledge that the employee is aware of its contents and has discussed the report with the evaluator. The employee's signature does not necessarily indicate agreement with the contents of the report. In the event that an employee refuses to sign the evaluation following their review of the evaluation, such refusal will be so noted by the evaluator on the evaluation form.

- 11.4.3 The employee will receive a copy of the performance evaluation, and the original, along with any written comments submitted by the employee, will be in the employee's personnel file.

#### 11.5 Employee Wellness Program

- 11.5.1 City shall develop an Employee Wellness Program, to be implemented no later than January 31, 2020.
- 11.5.2 The program shall offer a minimum of: a.) Employee Wellness Day – 1 paid day of leave (9 hours) available July 1st to be used during the fiscal year, which cannot be carried forward to the next fiscal year; b.) Healthy programs/classes available at City; and c.) Employee membership discount to participating local fitness gyms/programs.

### **ARTICLE 12. LEAVE OF ABSENCE**

#### 12.1 Eligibility for Paid Leave of Absence

- 12.1.1 In order to be eligible for City payment of the paid leave of absence outlined herein or subsequently granted by the City, an employee must be a full-time employee and either a regular appointee or a probationary appointee.

#### 12.2 Vacation

- 12.2.1 Rate of Accrual

12.2.1.1 Every full-time probationary and regular employee shall earn vacation as follows:

<b>Years</b>	<b>Hours</b>	<b>Bi-Weekly Accrual</b>
0-2	80	3.08
3-4	120	4.62
5-9	160	6.15
10+	200	7.69

12.2.1.2 Vacation accrues biweekly on a pro rata basis.

12.2.1.3 Employees may freeze up to 80 hours of vacation during medical leave of absence.

12.2.2 Scheduling Vacations

An employee may take vacation leave at any time, subject to approval by the employee's Department Director or their designee. Approvals will be based upon workload, staffing coverage, seniority, timing of the request, and any other work-related factors appropriate for consideration by the Department Director. At no time will Sick leave be used to extend vacation time off.

12.2.3 Vacation Pay Upon Termination

Any employee terminating from the City service will be paid at their hourly rate of pay for all earned vacation, if any, accrued up through termination.

12.2.4 Vacation Leave Limits and Buy-Back

12.2.4.1 Maximum Accumulation of Vacation Leave

12.2.4.1.1 As of July 1<sup>st</sup> of each year, an employee shall have no more than a maximum of four hundred forty (440) hours of accrued and unused Vacation Leave. Any excess hours above four hundred forty (440) hours will be automatically

cashed out by the City at the employee's base rate of pay as of June 30 of that year. Payment shall be made no later than July 31<sup>st</sup>.

12.2.4.2 Vacation Leave Usage

12.2.4.2.1 Employees must use at least (40) hours of Vacation Leave during each fiscal year.

12.2.4.2.2 Department Directors are responsible for arranging leave schedules so that adequate personnel are available to carry on necessary City work.

12.2.4.2.3 When practicable, employees should be permitted to schedule Vacation Leave at times most acceptable to the employee. In large departments the choice of vacation times should be arranged according to seniority or some other equitable method.

12.3 Pay In Lieu of Vacation Leave (Buy Back)

12.3.1 Employees who elect Vacation Leave buy back shall have payment calculated at the employee's base rate of pay as of the date of the buy-back request.

12.4 Buy Back Guidelines

12.4.1 During each fiscal year (July 1 thru June 30), but no later than June 15, an employee may request that the City buy back accrued and unused Vacation Leave from the employee's account according to the following schedule:

<b>Annual Leave Used During Preceding 12 Months</b>	<b>Maximum Buy Back</b>
40 Hours	120 Hours
60 Hours	140 Hours

80 Hours	160 Hours
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12.4.2 The employee must have sufficient hours of earned and unused Vacation Leave credits.

12.4.2.1 After the buy-back, there must be a minimum of eighty (80) hours of earned and unused Vacation Leave credits remaining in the employee's account.

## 12.5 Vacation Leave — Separation from the City

12.5.1 Employees separating from the City service shall receive payment for one hundred percent (100%) of their accrued and unused Vacation Leave at their current hourly rate.

## 12.6 Holidays

Every full-time unit employee shall be entitled to the following paid holidays each calendar year and such other days as may be designated by action or the City Council. A Holiday for pay or accrual purposes is the actual hours regularly scheduled to be worked on that Holiday.

### 12.6.1 Recognized Holidays

12.6.1.1 January 1 (New Year's Day)

12.6.1.2 The third Monday in January (Martin Luther King)

12.6.1.3 The third Monday in February (President's Day)

12.6.1.4 The last Monday in May (Memorial Day)

12.6.1.5 July 4<sup>th</sup> (Independence Day)

12.6.1.6 The first Monday in September (Labor Day)

12.6.1.7 November 11 (Veteran's Day)

12.6.1.8 Thanksgiving Day

12.6.1.9 The Friday after Thanksgiving Day

12.6.1.10 December 24 (Christmas Eve)

12.6.1.11 December 25 (Christmas Day)

12.6.1.12 December 31 starting at noon (New Year's Eve)

12.6.1.13 Floating Holiday (determined by employee)

12.6.1.14 Wellness Day (determined by employee)

## 12.6.2 Holiday Closures

12.6.2.1 If the holiday falls on a Saturday, the preceding Friday shall be designated as the holiday. If the holiday falls on a Sunday, the following Monday shall be designated as the holiday.

12.6.2.2 Non-public safety City facilities shall close for midwinter holidays as follows:

### Year 1 (2024)

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
22	23 OPEN	24 CLOSED	25 CLOSED	26 CLOSED	27 CLOSED	28
29	30 CLOSED	31 CLOSED	1 CLOSED	2 OPEN	3 OPEN	4

### Year 2 (2025)

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
21	22 OPEN	23 OPEN	24 CLOSED	25 CLOSED	26 CLOSED	27
28	29 CLOSED	30 CLOSED	31 CLOSED	1 CLOSED	2 OPEN	3

### Year 3 (2026)

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
20	21 OPEN	22 OPEN	23 OPEN	24 CLOSED	25 CLOSED	26
27	28 CLOSED	29 CLOSED	30 CLOSED	31 CLOSED	1 CLOSED	2

12.6.3 Employees who are required to work during a holiday closure for safety purposes shall receive the equivalent additional days of floating holiday time.

12.6.4 If the holiday falls on an employee's regularly scheduled day off, they shall have the equivalent number of hours deposited into a holiday leave bank.

12.6.4.1 Any holiday bank balance at fiscal year-end shall be cashed out each June.

## 12.7 Floating Holiday and Wellness Day

Full-time unit employees shall receive one (1) floating holiday and one (1) wellness day each fiscal year as granted by City Council and/or City Manager. The floating holiday and wellness day must be used on or before June 30<sup>th</sup> of each year. Should employee not use the floating holiday or wellness day prior to June 30<sup>th</sup> the City will not cash out or carry over to the following year. The use of floating holiday and wellness day are subject to Department Director approval. In the event of termination, employees will receive payment for unused floating holiday up to nine (9) hours and payment for unused wellness day up to nine (9) hours.

## 12.8 Sick Leave

12.8.1 To keep the City and each department therein running smoothly and efficiently, it is important that every employee be on the job on time regularly. For this reason, careful attention is given to promptness, absence record and overall dependability.

12.8.1.1 The City recognizes, however, that an employee may occasionally be absent due to injury or illness. As a result, the Sick Leave Policy is designed to provide protection to employees against loss of income during unavoidable illness or injury.

### 12.8.2 Accrual of Sick Leave

12.8.2.1 All full-time unit employees are eligible to accrue four (4) hours of sick leave per pay period. There is no limit on the total amount of accrued sick leave.

12.8.2.2 An employee shall not receive payment for unused accumulated sick leave upon termination of employment or retirement (either disability or service retirement). An employee may not use sick leave to extend a vacation, retirement (either disability or service retirement) or termination date.

### 12.8.3 Use of Sick Leave



12.8.3.1 To be eligible for sick pay, employees unable to report to work due to illness must telephone their supervisor directly, each day of the illness, as far in advance as possible, but no later than one hour before their scheduled start time. If the supervisor is not available, the employee should contact the Human Resources Department to report their absence due to illness. If an employee is unable to make the call personally, a family member or friend should contact the supervisor or Human Resources Department. This policy must be followed unless an exception has been made for a particular absence, and a written memo to this effect has been sent to the Human Resources Department.

12.8.4 Proof of Illness

12.8.4.1 If the Department Director has questions about an employee's absence due to illness, they may request, at their sole discretion, that the employee produce a certificate issued by a licensed physician or licensed health care professional after 3 consecutive days off before paid sick leave is granted.

12.8.5 Use of Sick Leave for Family

12.8.5.1 In cases of illness of a family member, an employee's sick leave entitlement for the year can be used to attend to the illness of a spouse, domestic partner, parent, or child.

12.8.6 Sick Leave Conversion Upon Retirement

12.8.6.1 At time of retirement from the City, a unit employee shall be eligible to convert unused sick leave at their then rate of compensation and have that amount deposited into a Retiree Health Savings account at the following rates:

<b>Years of Continuous Service</b>	<b>Eligible Conversion</b>
<10 Years	N/A

10 Years	Up to 25%
15 Years	Up to 50%
20 Years	Up to 75%

12.8.6.2 Employees with fewer than ten (10) years of City service shall not be eligible for sick leave conversion into a Retiree Health Savings account.

12.8.6.3 At time of retirement from the City, any remaining unused sick leave after conversion into a Retiree Health Savings account shall be converted into CalPERS service credit, pursuant to Section 9.14.4.4 of MOU and Government Code §20965.

#### 12.9 Parental Leave

12.9.1 Employees who are eligible for leave under the Family Medical Leave Act (FMLA) and/or California Family Rights Act (CFRA), shall receive 40 hours of paid leave in addition to any other forms of paid leave, for the birth or placement of a child into the employee's home.

12.9.2 Parental leave must be used within the first year of the child's birth or placement.

#### 12.10 Jury Duty and Witness Leave

12.10.1 All employees in the competitive service who are required to serve jury duty or as a witness in court shall be entitled to regular compensation for up to ten (10) working days of service with full pay. If an employee is required to serve more than ten working days, then the City Manager, at their sole discretion, may grant an extension of this leave period.

12.10.2 If summoned to jury duty or as a witness, employees should immediately notify their supervisor.

12.10.3 The Jury Duty Service form, as well as the compensation received for the court must be surrendered to City in order to receive a payroll check for

the time period covering the days away on jury duty. The employee may retain any travel, parking and meal allowance granted by the court.

12.11 Military Leave

12.11.1 Military leave with pay shall be granted in accordance with the provisions of the Military and Veteran's Code of applicable State and Federal law. An employee entitled to military leave shall give their Department Director an opportunity within the limits of military regulation to determine when such leave shall be taken. Prior to taking such leave, an employee shall present a copy of their military orders to the Department Director. The Department Director shall advise the Human Resources Department of such military orders promptly. The employee's work schedule may be temporarily changed by the Department Director to accommodate the leave and department workloads. Benefits shall continue to accrue to the employee to the extent required by law.

12.12 Bereavement Leave

12.12.1 A full-time employee shall be granted a leave without loss of pay in case of death of a member of the employee's immediate family, significant other/unregistered partner, or extended family who reside in the same household. Up to three (3) days without loss of pay shall be granted in the event the deceased resided in the State of California and an additional two (2) days of leave usage. If out of state travel is required, up to five (5) days leave without loss of pay shall be granted. Up to three (3) days of sick leave may be taken for extended family. Additional time off may be taken as sick leave, vacation time or other paid leave or as authorized leave without pay upon approval of the City Manager. Leave may be taken intermittently and must be used within 90 days of the death of the individual.

12.12.2 Immediate family as used in this policy shall be defined as the spouse, registered domestic partner, children, step-relations, parents, brothers, sisters, grandparents, grandchildren, or in-laws.

- 12.12.3 Extended family as used in this policy shall be defined as uncles, aunts, nieces, and nephews.
- 12.12.4 Significant other/unregistered partner as used in this section shall be identified with proof of existing cohabitation, verifiable through a mortgage, rental agreement, utility bill, or similar documentation acceptable to the City.
- 12.13 Leave of Absence Without Pay
  - 12.13.1 At the sole discretion of the City, an employee may be granted a leave of absence without pay upon recommendation of the Department Director and approval of the City Manager. The city may fill the position with a temporary or provisional employee during the term of the leave of absence or undertake any other appropriate measures to address workloads needs. Nothing herein shall preclude the City from offering unpaid leave as a reasonable accommodation under state and federal disability law.
    - 12.13.1.1 Authorization Procedure. Employees requesting a leave of absence without pay must submit the request in writing to their Department Director, and the request should state the reason for the request and the anticipated beginning and ending dates of the leave. The Department Director will submit the request along with their recommendation to the City Manager who will make a decision in writing and transmit the decision to the employee. The decision of the City Manager shall be final and is not subject to grievance or appeal. The City Manager's determination will include consideration of the following factors:
      - 12.13.1.2 Any history of excessive unauthorized absences or leave abuse;
      - 12.13.1.3 Any detrimental effect on the operation of the department/division; and
      - 12.13.1.4 The reason for the leave of absence.

Examples of reasons that may be considered are:

- 12.13.2 Illness or disability;
- 12.13.3 To take a course of study that will increase the employee's usefulness or effectiveness to the City;
- 12.13.4 Other approved personal reasons. Use of the leave of absence for a purpose other than that requested may be cause for forfeiture of reinstatement rights or disciplinary action, up to and including dismissal.
- 12.13.5 Length of Leave And Extension
  - 12.13.5.1 Leaves of absence without pay must not exceed one year, provided that the City Manager may extend a leave of absence for an additional period not to exceed one year. Employees requesting a leave of absence extension must submit a request in accordance with the procedures of paragraph 1 of this Rule no later than fourteen (14) calendar days prior to the approved expiration of the original leave of absence.
- 12.13.6 Return from Leave
  - 12.13.6.1 When an employee intends to return from an authorized leave of absence without pay, either before or upon the expiration of such leave, the employee shall contact the Department Director at least fourteen (14) days prior to the planned day of return. The Department Director shall promptly notify the Human Resources Department of the employee's intention. Failure of an employee to abide by this notification procedure or to report for work promptly at the date of leave expiration shall be grounds for discipline up to and including termination.
  - 12.13.6.2 Employees returning from a leave of absence without pay because of illness or disability must first submit to Human Resources a release to work from their treating physician that satisfactorily certifies the employee can perform the essential functions of the

position to which he or she desires to return, with or without accommodation. Further, the employee may be subject to an examination by a City-approved physician to ensure that the employee can perform the essential functions of the position with or without accommodation.

12.13.7 Adjustment to Accrual of Benefits

12.13.7.1 Sick leave, holiday, and vacation leave will not accrue during any unpaid leave absence.

12.13.8 Adjustment to Date of Performance Evaluation

12.13.8.1 Any unpaid leave of absence that exceeds five (5) consecutive calendar days will result in a proportionate adjustment to the employee's performance evaluation date for all purposes, including, consideration of a merit salary increase.

12.14 Administrative Leave

The City manager, in their discretion, may place an employee on administrative leave with pay and benefits. During such leave, the employee remains subject to this MOU and all City Policies, including the Personnel Rules & Regulations. Employee must be available to work at all times.

**ARTICLE 13. DISCIPLINARY ACTION**

13.1 Policy on Discipline

13.1.1 No employee who holds a regular appointment who has passed their one (1) year probationary period shall be disciplined without cause. Probationary employees are at-will and are subject to termination without cause. For purposes of this Article, disciplinary action shall be defined to include one or more of the following: oral warnings, written reprimands, suspensions, demotions, reductions in pay and discharge. Oral and written reprimands may be initiated at the supervisor/division manager level. Disciplinary action more serious than a written reprimand must be initiated at the Manager level or above.

### 13.2 Notice of Proposed Discipline

13.2.1 Except in emergencies, or as authorized by law, suspensions, demotions, reductions in pay, or discharge, shall not be put in effect until the employee has received written notice advising the employee of the proposed action, the reason(s) therefore, the facts giving rise thereto, the proposed effective date, access to written material that formed a basis for the proposed action, and the opportunity to respond to the Department Director orally or in writing within five (5) working days, of receipt of such notice. If deemed necessary by the Department Director or Human Resources, an employee may be placed on administrative leave with pay pending investigation of allegations that may lead to discipline.

### 13.3 Appeal of Disciplinary Action

13.3.1 If the disciplinary meeting with the Hearing Officer results in a decision that discipline is appropriate, the disciplinary action shall be immediately implemented, with restitution/reinstatement if any, being made following conclusion of the City Manager level appeal, in accordance with the Third Level of the Grievance Procedure in Article 14. Any such appeal must be filed within ten (10) working days of the notice of the disciplinary action. The cost of providing a hearing officer or arbitrator to hear disciplinary appeals and the cost of a court reporter shall be borne by the City.

### 13.4 Causes for Discipline

13.4.1 Examples of causes for disciplinary action include, but are not limited to:

- 13.4.1.1 Dishonesty;
- 13.4.1.2 Incompetence;
- 13.4.1.3 Inefficiency;
- 13.4.1.4 Neglect of duty;
- 13.4.1.5 Negligence which affects the safety of the employee or others;
- 13.4.1.6 Violation of any City policy, rule or requirement;

- 13.4.1.7 Unauthorized absences (including tardiness) or abuse of sick leave or any other leaves;
- 13.4.1.8 Violation of these Rules, or other rules, regulations or orders established by a supervisor, department, or City Council;
- 13.4.1.9 Conviction of a crime that interferes with employment;
- 13.4.1.10 Discourtesy to the public or fellow employees;
- 13.4.1.11 Misuse or abuse of City property or equipment;
- 13.4.1.12 Substandard job performance;
- 13.4.1.13 Insubordination;
- 13.4.1.14 Any activities, including outside employment that create a conflict of interest with City employment and are not specifically authorized by the Department Director;
- 13.4.1.15 Falsification of any City report or record (including job application);
- 13.4.1.16 Other acts which are incompatible with service to the public including, but not limited to, any conduct or behavior, either on or off duty, which causes discredit or would reasonable tend to cause discredit to fall upon the City, its officer, agents or departments;
- 13.4.1.17 Documented verbal and/or physical abuse/harassment of coworkers and/or the general public; and
- 13.4.1.18 Working overtime without authorization.

#### **ARTICLE 14. GRIEVANCE PROCEDURE**

14.1 Early Resolution. This grievance procedure is intended to ensure that every reasonable effort will be made to resolve problems as near as possible to the point of origin. Definitions of grievances are as follows:

##### **14.2 Definitions**

14.2.1 “Grievance” – A written allegation by an employee that there has been a violation, misapplication, or misinterpretation of a specific term(s) of this MOU or existing City Rule(s), Regulation(s) or Policy(ies) regarding working conditions.



- 14.2.2 “Grievant” – A regular or probationary employee who alleges in a grievance that the employee has been directly wronged by a violation of specific terms of this MOU or existing City Rule(s), Regulation(s) or Policy(ies) regarding hours, wages, and terms and conditions of employment.
- 14.2.3 “Immediate Supervisor” – The appropriate supervisor or manager to whom the employee is accountable.
- 14.2.4 “Response and File” – Personal delivery or deposit in the U.S. mail, postage prepaid. If mail delivery is used, it shall be by certified, return receipt requested mail and the certified receipt date shall establish the date of response or filing. If personal delivery is used, the calendar date of delivery shall establish the date of response or filing.

#### 14.3 Level One – Informal Review

- 14.3.1 An employee shall have the right to present a grievance and to have the complaint considered by the immediate supervisor no later than fifteen (15) working days after the event giving rise to the complaint, or no later than fifteen (15) workings days after the employee knew or reasonably should have known of the event giving rise to the grievance.
- 14.3.2 The employee, whenever possible, shall attempt to resolve the grievance informally with their supervisor.
- 14.3.3 The immediate supervisor shall provide and answer to the employee no later than fourteen (14) working days after the Level One meeting. Such response shall be provided orally.
- 14.3.4 A resolution of the grievance at the informal level shall be precedent setting.

#### 14.4 Level Two – Formal Review

- 14.4.1 If the grievance is not resolved through Level One informal discussions, the employee may file a Level Two grievance with the Department Director no later than ten (10) working days after the response from the immediate

supervisor at Level One. The grievant shall state the following clearly and concisely on a grievance form provided by the City:

- 14.4.1.1 The specific term(s) of this MOU or the City Rule(s), Regulation(s) or Policy(ies) regarding working conditions, which have been violated;
- 14.4.1.2 The action grieved, including names, dates, places and times and how it violated a specific term(s) of the City Rule(s), Regulation(s) or Policy(ies) regarding working conditions;
- 14.4.1.3 The remedy sought;
- 14.4.1.4 The name and classification of the grievant and their signature;
- 14.4.1.5 The name of the representative, if any;
- 14.4.1.6 The date of submission.

14.4.2 The Department Director shall hold a meeting with the grievant at a mutually acceptable time and location no later than ten (10) working days after the receipt of the grievance. The Department Director shall respond in writing to the grievant within ten (10) working days of the Level Two meeting.

#### 14.5 Level Three

- 14.5.1 In the event the grievance is not settled at the Level Two, or in the case of disciplinary action within the meaning of Section 13.3 of MOU, the grievant may file a Level Three grievance with the City Manager no later than ten (10) working days after the Level Two response. The grievant shall include in the grievance a written statement indicating the reason that the proposed settlement at Level Two was unsatisfactory. The City Manager may hold a meeting with the grievant at a mutually acceptable time and location. The City Manager shall respond to the grievant no later than ten (10) working days after the receipt of the Level Three grievance.
- 14.5.2 The grievant shall present at Level Three all issues and written evidence known or which could have been reasonably known. No additional issues

may be presented by the grievant after Level Three, except by mutual agreement.

14.5.3 Amendments and/or modifications to the grievance shall not be made by the grievant after the Level Three filing date, except by mutual agreement. This provision does not preclude either party from presenting new evidence should either party discover it at a later date. Each party shall make an effort to share evidence with the other upon discovery of said evidence.

14.5.4 If the grievance has not been settled at Level Three, then within ten (10) working days after receipt of the Level Three written decision or the expiration of the time limits for making such decision, upon request of the grievant, the grievant may request arbitration by giving notice to that effect, by certified mail, return receipt requested, directed to the Human Resources Department.

#### 14.6 Level Four – Arbitration

14.6.1 The arbitration/hearing procedures shall be conducted in accordance with the rules of the State Mediation & Conciliation Service (“SMCS”) or the Office of Administrative Hearings (“OAH”) in the case of an appeal from discipline.

14.6.2 The parties shall select an arbitrator/hearing officer by requesting a list from SMCS. The parties shall strike arbitrators in alternating fashion until there is one arbitrator remaining on the list. This arbitrator shall then serve as the arbitrator, unless the hearing officer is appointed by OAH.

14.6.3 The cost of any arbitration/hearing proceeding shall be divided equally between the City and the Grievant, except in the case of an appeal from disciplinary action.

14.6.4 Failure on the part of the City representative or grievant to appear in any case before an arbitrator/hearing officer, without good cause, shall result in the forfeiture of the case and responsibility for payment of all costs of

arbitration. "Good Cause" shall be defined as a circumstance(s) beyond control of the party failing to appear. Any cancellation or postponement fee shall be borne the responsible party.

14.6.5 A final decision or award by the arbitrator/hearing officer shall be made within thirty (30) calendar days after the close of the hearing. Such decision or award shall be advisory and subject to the approval of the City Manager. Both parties shall be given the opportunity to submit their arguments before the City Manager with regard to the Arbitrator's/Hearing Officer's "Findings of Facts," prior to such approval. After weighing the Arbitrator's findings, the City Manager may then reaffirm, modify or revoke the Arbitrator's decision. The decision of the City Manager is final.

14.6.6 Expenses for witnesses shall be borne by the party who calls them, except where City employees testify.

14.6.7 The standard of review for the arbitrator/hearing officer is whether the City violated a specific term(s) of this MOU or the City Rules(s), Regulation(s) or Policy(ies) regarding working conditions in the case of non-disciplinary appeals. In the case of an appeal from discipline, the standard is whether the preponderance of the evidence establishes cause for the discipline and the appropriateness of the penalty.

14.6.8 If a question exists as to the arbitrability of an issue, the arbitrator shall determine the arbitrability questions prior to hearing the formal presentations of the parties on the merits of the grievance.

#### 14.7 General Provisions

14.7.1 Failure of the grievant to comply with the time limitations of this Article shall render the grievance null and void. Failure by the City representative to timely respond under this Article shall permit the grievance to be filled at the next level.

14.7.2 Time limits set forth in this Article may be extended by mutual agreement which shall not be unreasonably withheld. The parties may also agree that

a particular grievance may be initiated at a higher step than Step I, based on the nature and complexity of the grievance.

14.7.3 No punitive action shall be assessed against an employee for utilizing the grievance procedure.

14.7.4 Employees shall be granted release time not to exceed one (1) hour for the purposes of discussing a potential grievance with their representative or preparing for a grievance which has been filed at Level Two. Such release time for pre-grievance consultation or grievance preparation is applicable per grievance, and its scheduling shall not interfere with departmental operations.

14.7.4.1 The parties may consolidate at any level grievance on similar issues.

14.7.4.2 Grievance records shall be filed separately from an employee's personnel file and shall be considered confidential.

14.7.4.3 A grievant may withdraw a grievance at any time. The grievant shall not file any subsequent grievance on the same alleged incident.

14.7.4.4 A decision by the grievant to submit a grievance to arbitration shall automatically be a waiver of all other remedies except as provided otherwise by statute.

14.7.4.5 No individual City Council member may be approached concerning the grievance at any time the grievance is being processed.

14.7.4.6 Organizational channels shall be utilized at all times and participation in the grievance and the discussion of information related thereto shall be limited to the parties to the grievance except when such other persons are identified and/or called as witnesses.

14.7.4.7 In the event of a disciplinary action involving a suspension, reduction in pay or demotion, or termination within the meaning of Section 13.3 of MOU, where a pre-disciplinary meeting has already been held, Levels One through Two of the grievance

procedure shall be eliminated and Levels Three and Four shall be utilized as appropriate, except City, at its sole discretion, may use a hearing officer appointed by the Office of Administrative Hearings.

14.7.4.8 A group of employees may file one grievance rather than individual grievances, as long as the following conditions are met:

14.7.4.9 Each employee in the “group” grievance is individually named.

14.7.4.10 The grievable matter is exactly the same for each employee cited in the grievance.

14.7.4.11 The City is not obligated to conduct grievance hearings or provide grievance responses to each individual, but only to one of the employees involved who represents the group filing the grievance.

14.8 Authority of Third Party

14.8.1 Each issue decided by a neutral third party shall stand on its own merits and shall not be used as precedent by any other neutral third party in deciding any issue before them.

14.9 No Retaliation

14.9.1 Employees will not be penalized or retaliated against in any way for using the grievance procedures, testifying as a witness in a grievance proceeding or assisting with a grievance.

**ARTICLE 15. RATIFICATION AND IMPLEMENTATION**

15.1 Ratification and Implementation

Representatives of management for the City and representatives of the Association have met on a number of occasions and have conferred in good faith, and exchanged proposals concerning wages, hours, fringe benefits and other terms and conditions of employment of employee members represented by the Association.

The City representatives and the representatives of the Association have reached an understanding as outlined in MOU, which was ratified by the Association membership. This MOU constitutes a mutual recommendation to be jointly

submitted to the City Council for adoption. After the City Council acts, by majority vote, to formally approve this MOU, the City Council shall enact any necessary amendments to City Ordinances or Resolutions consistent with this MOU.

Dated this 7<sup>th</sup> day of August, 2024.

[Signatures on following page]

**CITY OF MENIFEE**

**MENIFEE CITY EMPLOYEES' ASSOCIATION,**  
**PROFESSIONAL UNIT**

By: \_\_\_\_\_  
Jonathan Nicks, Deputy City Manager

By: \_\_\_\_\_  
Mary LaPlante, Representative

By: \_\_\_\_\_  
Travis Hickey, Chief Financial Officer