


GARDENA
MUNICIPAL
EMPLOYEES
ASSOCIATION

The seal of the City of Gardena is a circular emblem. It features a central illustration of a cityscape with a prominent bridge crossing a river or canal. The text "CITY OF GARDENA" is arched across the top, "FREEWAY CITY" is written below it, and "INCORPORATED 1930" is arched across the bottom. There are small stars on either side of the bottom text.

MEMORANDUM OF UNDERSTANDING

JULY 1, 2025 – JUNE 30, 2029

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE GARDENA MUNICIPAL EMPLOYEES ASSOCIATION (GMEA),
A RECOGNIZED EMPLOYEE ORGANIZATION,
AND THE CITY OF GARDENA,
FOR THE PERIOD JULY 1, 2025 TO JUNE 30, 2029**

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
GARDENA MUNICIPAL EMPLOYEES ASSOCIATION (GMEA),
A RECOGNIZED EMPLOYEE ORGANIZATION,
AND THE CITY OF GARDENA
FOR THE PERIOD OF JULY 1, 2025 TO JUNE 30, 2029**

PREAMBLE

The undersigned representatives of the GARDENA MUNICIPAL EMPLOYEES ASSOCIATION, hereinafter referred to as "GMEA" and the CITY of Gardena, hereinafter referred to as "CITY" hereby agree that this Memorandum of Understanding, hereinafter referred to as "MOU" supersedes any previous memoranda of understanding governing the wages, hours, terms, and conditions of employment for the employees in the hereinafter-described representation unit.

- 02.** As and to the extent required by, and only for the purpose of, the Meyers-Milias-Brown Act, the CITY has recognized GMEA as the exclusive representative of the employees, as hereinafter defined. Nothing in this MOU shall be construed as constituting an acknowledgement by the CITY that any work is or may become the exclusive right of any employee or classification of employees represented by GMEA.
- 03.** As used in this MOU, the terms "employee" and "employees" refer, individually and collectively, to those persons at the City's facilities for whom GMEA has been recognized as the representative. For the purpose of identification only, such persons are described as those persons, if any, as assigned in the current City Classification and Compensation Plan.
- 04.** The following are specifically excluded from GMEA representation, except that any such employee who has a grievance against the CITY may request the assistance of GMEA in the processing of said grievance. GMEA at its discretion may provide such representation or decline to provide such representation. Additionally, it is understood and agreed by the parties hereto that such category of employees shall not be hired or retained by the CITY for the sole purpose of replacing or eliminating full-time positions:
 1. All full-time sworn employees, management employees and employees who are designated as "Confidential" because of the nature of work performed for the CITY.
 2. Any employee designated as temporary, or provisional, except those employees already represented by GMEA when appointed to such position.
 3. Any employee whose salary is fifty percent (50%) or more paid by any Grant fund.
 4. Part-Time Recreation Instructor (previously independent contractors). These part-time instructors do not share a "community of interest" with other part time recreation workers within the meaning of Section 23.11 of the City's Personnel Rules and Regulations. Instructors will only be assigned to perform Recreation Instruction duties, consistent with the work assignments they received when classified as Independent Contractors.
- 05. THIS MOU IS SUBJECT TO RATIFICATION BY THE MEMBERSHIP OF THE ASSOCIATION AND THE CITY COUNCIL OF GARDENA**
 1. The parties to this MOU agree to perform whatever acts are necessary, both jointly and separately, to urge the members of GMEA and the City Council of the City of Gardena to approve this MOU.
 2. Following ratification by the affected employees, the MOU shall be submitted to the City Council for approval and adoption.
 3. Following approval of this MOU by the City of Gardena City Council, its terms and conditions shall be implemented by appropriate ordinance, resolution or other lawful action.

Accordingly, the CITY and GMEA do hereby agree to the terms and conditions stated herein.

ARTICLE 1. CLASSIFICATION PLAN

SECTION 1. CLASSIFICATION PLAN CHANGES

- A. Should any new classification be created or existing classification be modified and such new or modified classification is intended to perform activities normally performed by members of GMEA, the parties shall meet and confer with respect to the job description and appropriate pay rate for such classification provided that such new or modified classification is a class represented by GMEA.

SECTION 2. POSITION VACANCIES

- A. City job vacancies shall be advertised on NEOGOV and qualified employees are encouraged to apply. Employees who wish to apply shall do so using the automated application process. Notice of all city job vacancies shall be emailed to "All Personnel" and posted on all department bulletin boards. Job vacancy notices shall include the job title, a brief description of the required duties, the minimum qualifications of the position, pay rate, and City benefits. Only those applicants who meet the minimum qualifications and pass each component of the testing process shall be considered for the position.
- B. Open-Competitive examinations shall be open to current employees and external applicants until the closing date of the recruitment as specified in the job announcement. If an Open-Competitive examination has a limit on applications received, the City shall exclusively open the position to current employees for five (5) business days before allowing external applicants the opportunity to apply for the position.
- C. When there are at least three (3) current employees who meet the minimum qualifications of the position and pass all components of the testing process, the Human Resources Office shall place the successful internal candidates in "Band 1" of the Eligibility List, ranked in the order of merit, and all external candidates shall be placed in subsequent bands. Each department has the discretion to meet with all candidates in Band 1 and candidates in subsequent bands, to discuss requirements, assess experience and fit. This may be accomplished through examinations outlined in Rule 6, Section 6.1 – Nature and Types of Examinations in the Personnel Rules and Regulations. Any candidate considered will be required to submit to the same tests, regardless of what band they are in.

If the department selects a candidate from one of the subsequent bands, any internal candidates who are in Band 1 of the eligibility list and not selected will remain on the list until they decline an offer, the list is exhausted, or the list expires.

- D. If a position is modified or retitled, any incumbent employee who has been performing all of the duties of said position shall remain in such position without having to qualify by examination or competition with other employees. With the concurrence of GMEA, the employee may be appointed to the modified classification upon recommendation of the department head and approval of the Human Resources Officer.
- E. Transfer is defined as a change of an employee from one position to another position in the same class or another class, involving the performance of similar duties and requiring substantially the same basic qualifications with no change in pay schedule. With the approval of the Human Resources Officer, a transfer to an equal or lesser position may be made from one department to another if both the employee's existing department head and the department head where the vacancy exists so agree. An employee so transferred shall receive the same salary received in the former classification.

SECTION 3. PROMOTIONS

- A. Promotion is defined as a move from a lower classification to a higher classification. It is the intention of the CITY to fill job vacancies within the city by employee promotion as provided in this Section.
 - 1) At the recommendation of the department head and with the approval of the City Manager, the Human Resources Officer shall conduct a "Closed-Promotional" recruitment for any position when the needs of the service shall be limited to persons already employed by the City in a permanent,

probationary, seasonal, temporary, transitional, provisional or part-time capacity. Only those employees who have received a satisfactory rating, or higher, on their most recent performance evaluation, and who are not on a Performance Improvement Plan (PIP), may be eligible to apply. If the employee has been employed by the City for less than 12 months, the requirement that the employee received a satisfactory rating on their most recent performance evaluation does not apply. Notice of such promotional opportunity shall follow the same process as outlined above under Section 2A.

- 2) Upon completion of the Closed-Promotional examination process, the Human Resources Officer shall certify an "Eligibility List," ranked in the order of merit, from which the department head may make a selection for appointment.
- B. An employee who is promoted to a higher position shall be appointed to the applicable step of the new job classification that represents at least a five percent (5%) increase over base pay rate (salary schedule & step) plus any applicable Senior Pay Bonus at the time of promotion.
- C. Promoted employees shall receive a higher rate of pay than any of his/her subordinates taking into account base salary Step 1 through 6 and any applicable Senior Pay Bonus at the time of promotion. Any employee so promoted shall be placed in the higher classification for a probationary period of six (6) months. If the employee does not pass this probationary period, such employee shall be returned to his/her former position at the former pay step.

ARTICLE 2. COMPENSATION

SECTION 1. SALARY

A. BASIS FOR ESTABLISHING SALARY RANGES (SALARY SURVEY)

- 1) The CITY and GMEA agree to work cooperatively to bring all salaries to a benchmark standard as quickly as possible within the City's ability to pay and sustain such while ensuring the delivery of quality public services.
- 2) The CITY and GMEA shall conduct a joint salary survey by way of a mutually agreed upon procedure using the following jurisdictions for comparison:
 - (a) For general position classifications, the following cities shall be surveyed: El Segundo, Hawthorne, Manhattan Beach, Redondo Beach, and Torrance.
- 3) For purposes of the survey, the position specification, i.e. job description as well as minimum qualifications and all such other duties/assignments carried out by each covered employee, above and beyond those specified in such position specification, i.e. job description, shall be considered in determining comparability.
- 4) All GMEA represented classifications will be benchmarked and/or surveyed and for purposes of this Article, salary shall mean the base pay rate at salary schedule and step, exclusive of any other compensation or benefits.

B. SALARY ADJUSTMENTS

- 1) July 2025 Cost-of-Living Adjustment: Each affected employee represented by GMEA shall receive a cost-of-living adjustment to base salary of three percent (3.0%). Such cost-of-living adjustment shall apply to the employee's salary schedule and step only, excluding any Senior Pay Bonus or other premiums. The salary adjustment shall be effective the first full pay period in July 2025.
- 2) July 2026 Cost-of-Living Adjustment: Each affected employee represented by GMEA shall receive a cost-of-living adjustment to base salary of four percent (4.0%). Such cost-of-living adjustment shall apply to the employee's salary schedule and step only, excluding any Senior Pay Bonus or other premiums. The salary adjustment shall be effective the first full pay period in July 2026.

- 3) July 2027 Cost-of-Living Adjustment: Each affected employee represented by GMEA shall receive a cost-of-living adjustment to base salary of four percent (4.0%). Such cost-of-living adjustment shall apply to the employee's salary schedule and step only, excluding any Senior Pay Bonus or other premiums. The salary adjustment shall be effective the first full pay period in July 2027.
- 4) July 2028 Cost-of-Living Adjustment: Each affected employee represented by GMEA shall receive a cost-of-living adjustment to base salary of four percent (4.0%). Such cost-of-living adjustment shall apply to the employee's salary schedule and step only, excluding any Senior Pay Bonus or other premiums. The salary adjustment shall be effective the first full pay period in July 2028.

C. SALARY SCHEDULE

- 1) **RATES OF COMPENSATION:** Except as hereinafter specifically provided, and subject to the other provisions of this MOU, each affected employee shall be entitled to receive, and shall be paid at the applicable rate or rates of compensation as prescribed for the class in which his/her position is designated as set forth in the current Classification and Compensation Plan.
- 2) **ADVANCEMENT IN PAY STEPS:** Advancement of employees from the minimum to the maximum rate of compensation for the respective classes is generally divided into six (6) steps, as set forth in the current Classification and Compensation Plan, with said steps interpreted and applied as follows:
 - (a) The first step, Step 1, is a minimum rate and will normally be the hiring rate for each class within the classification plan, unless the Human Resources Officer approves a different hiring rate.
 - (b) If hired at Step 1, an employee will move to Step 2 upon satisfactory completion of the probationary period.
 - (c) Progression from Step 2 shall be upon completion of one (1) year satisfactory service on each step and the recommendation and approval of the department head. Such recommendation and approval shall not be denied except for cause. Thus, normal progression from Step 1 through Step 6 should require a period of five (5) years.
 - (d) Promoted employees shall be appointed to the appropriate pay step as set forth under Article 1, Section 3, Promotions. If promoted to Step 1, an employee will move to Step 2 upon satisfactory completion of the promotional probationary period. Alternatively, if the employee is appointed to a higher rate than Step 1, the employee shall progress to the next pay step upon completing one (1) year of satisfactory service on the appointed step and the recommendation and approval of the department head.
 - (e) Employees who have been absent from city service without pay or on paid sick leave in excess of one-hundred and sixty (160) hours may, as determined by the Human Resources Officer, be extended on such pay step for a period not to exceed the term of such absence.
 - (f) Advancement in pay steps shall be effective on the first day of the pay period following eligibility to receive such pay advancement. The City shall have the discretion to authorize a different effective date when necessary.

SECTION 2. PROBATION AND SENIORITY

- A. Newly hired employees shall be considered on a probationary trial basis for twelve (12) months from the date of hire. Promoted employees shall serve a minimum probationary period of six (6) months from date of appointment.
- B. During the probationary period, such employees shall be entitled to all rights and privileges under this MOU, except with respect to discharge. Such employee may be terminated at any time during the probationary period with no recourse whatsoever.

- 1) If the employee satisfactorily completes the probationary period and receives permanent employment, seniority shall be effective as of the original date of employment, but time served in a part-time, provisional, temporary or acting position will in no event be credited to seniority.
- C. Seniority shall mean length of continuous service with the City in a full-time position regardless of classification or assigned department except that an employee shall lose all seniority rights for any of the following reasons: voluntary resignation, discharge for cause or layoff for a continuous period of two years or more.
 - 1) Seniority between affected employees in the same classification shall be determined in the following order:
 - i. By the date of most recent appointment to the classification;
 - ii. If affected employees were appointed to the classification on the same date, then by numerical ranking on their most recent eligibility list for the classification; or
 - iii. Date of original hire.

SECTION 3. BONUS PAY

A. SERVICE RECOGNITION

- 1) **SENIOR PAY BONUS:** Employees hired prior to July 1, 2002 shall receive a "Senior Pay Bonus" per the schedule in Exhibit "A." The Senior Pay Bonus (SPB) is in recognition of continuous service to the city during the years when financial uncertainty prohibited the city from giving employees pay increases.
 - a) The SPB shall not be increased beyond the amounts set forth in Exhibit "A" except as stated for cumulative years of service in each category. Advancement to a higher position classification shall not modify the range of the SPB paid to each employee.
 - b) If an employee hired prior to July 1, 2002 leaves the city service and subsequently is rehired, the new date of hire shall be the determining date and the employee will therefore not be eligible for the SPB, but shall be eligible for the Continuous Service Bonus and Longevity Pay as stated in this section.
- 2) **CONTINUOUS SERVICE BONUS AND LONGEVITY PAY:**
 - a) Continuous Service Bonus: Employees hired July 1, 2002 and thereafter shall receive a Continuous Service Bonus (CSB) at the five-year (5) anniversary of continuous satisfactory service to the City as a full-time permanent employee. The CSB shall be paid as follows and shall be included in the employee's first regular paycheck following the anniversary date of permanent appointment according to the following schedule:

(i)	Five (5)	\$500.00 - one-time, lump payment
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 - b) Longevity Pay: Effective the first full pay period in July 2025, employees hired July 1, 2002 and thereafter shall receive Longevity Pay following their ten (10) year anniversary. Longevity Pay will be effective the first full pay period following employee's anniversary, and will be included in bi-weekly installments.

(i)	Ten (10)	\$100/monthly
(ii)	Fifteen (15)	\$150/monthly
(iii)	Twenty (20)	\$200/monthly
 - c) If any employee leaves the city services and is subsequently rehired, the new date of appointment to full-time permanent status shall be the date for future anniversary dates.

Service Recognition Pay Bonuses are reportable to the extent permitted by CalPERS.

B. BILINGUAL BONUS PAY

- A. Employees who are responsible for bilingual interpretation, and whose use of a language other than English is of significant benefit to city operations as determined by the department head and Human Resources Officer, shall receive Bilingual Bonus pay according to the following rules. An employee's request to test is subject to the Department Head or designee's approval based on operational need and the duties and responsibilities of the position.
 - a) To qualify for Bilingual Bonus pay, an employee must have completed probation and successfully passed a language proficiency test that is job related to his/her duties and responsibilities. The Human Resources Officer shall determine the languages that will be tested and the method of testing and may require a verbal and/or written test based on the employee's work assignment.
 - b) If called upon to do so, employees who are paid a Bilingual Bonus must assist with oral or written translation in any city operation. If it is determined that an employee does not use his/her bilingual skills as required in city service, the Human Resources Officer may determine that the employee is no longer eligible to receive Bilingual Bonus Pay.
- B. The Human Resources Officer may require that each employee re-test and successfully pass an annual language proficiency test in order to remain eligible for the Bilingual Bonus.
- C. The CITY shall pay each approved full-time employee a Bilingual Bonus of thirty-one dollars (\$31.00) per pay period and each approved part-time employee a Bilingual Bonus of eleven dollars and fifty-five cents (\$11.55) per pay period as long as the employee remains eligible for this bonus. Bilingual Bonus Pay shall commence the first pay period following certification of eligibility by the Human Resources Office.
- D. Effective the first full pay period in July 2026, the City shall pay each approved full-time employee a Bilingual Bonus of thirty-eight dollars and seventy-five cents (\$38.75) per pay period as long as the employee remains eligible for this bonus. Bilingual Bonus Pay shall commence the first pay period following certification eligibility by the Human Resources Office.
- E. Bilingual Bonus Pay will be reportable to the extent permitted by CalPERS.

C. MATRON DUTY

- 1) Administrative Support Services Supervisor, Police Records Technicians I & II, Administrative Aide working in the Police Department, or other positions that have been identified by the Chief of Police to perform Matron duties, and have received certification, shall receive a fixed compensation of \$100 per month, payable bi-weekly, at a rate of \$46.15. This compensation has not been identified as reportable CalPERS compensation.

D. SHIFT DIFFERENTIAL

- A. The CITY shall pay a shift differential to all employees with the exception of On-Demand Operator, On-Demand Dispatcher, Recreation Coordinator, Community Center Coordinator, Street Sweeper Operator, Community Services Counselor and part-time or seasonal employees.
- B. Shift differential shall be based on the employee's bi-weekly base pay including applicable Senior Pay Bonus. The following rates shall be applied:
- C. An employee who works not less than five (5) nor more than twenty (20) regularly scheduled hours during a pay period between the hours of 6:00 p.m. and 6:00 a.m. shall receive shift differential pay equal to five percent (5%) his/her base pay plus applicable Senior Pay Bonus.
- D. An employee, who works more than twenty (20) regularly scheduled hours during a pay period between the hours of 6:00 p.m. and 6:00 a.m. shall receive a shift differential of seven-and-a-half percent (7½%) of his/her base pay plus applicable Senior Pay Bonus.

E. ACTING TIME COMPENSATION

- 1) When making an "Acting Time" assignment, a department head shall consider all eligible employees in determining the assignment. Compensation for "Acting Time" shall be made by official designation by the department head whenever an employee is assigned to work in a higher classification for a period of five (5) consecutive working days or a total of forty (40) consecutive working hours. All assignments for Acting Time shall be pre-authorized by the department head and initiated by the completion of the appropriate Personnel Action Form (PAF) and approved by the Human Resources Officer.
- 2) Acting Time in Non-Management Classifications: Compensation for Acting Time in a Non-Management position shall be in an amount equal to five percent (5%) above the employee's regular base pay including any applicable Senior Pay Bonus for all hours actually worked and shall be paid retroactive to the third (3rd) day of Acting in the assigned classification. If the employee continues acting in the higher position longer than twelve (12) continuous weeks and the employee is deemed to be fulfilling the total responsibilities of the higher position, the employee shall be paid at the appropriate higher salary schedule at the lowest step, which provides the employee pay at a rate not less than five percent (5%) above his/her regular salary schedule and step and any applicable Senior Pay Bonus.
- 3) Acting Time in Management Classification: Compensation for Acting time in a management position shall be granted whenever an employee is assigned to work in a management position for a period of five (5) consecutive working days, forty (40) consecutive working hours, or for a cumulative ten (10) days or eighty (80) hours in a fiscal year. Acting Pay shall be in an amount equal to five percent (5%) above the employee's regular base salary plus Senior Pay Bonus and will commence on the day following the satisfying of the qualification time in the Acting position. If the employee continues acting in the management position for thirty (30) continuous working days and the employee is deemed to be fulfilling the total responsibilities of the management position, the employee shall receive salary at the appropriate management salary schedule at the lowest step which provides the employee pay at a rate not less than five percent (5%) above his/her regular salary schedule and step and any applicable Senior Pay Bonus.

An employee assigned to work in a management position for thirty (30) continuous working days, or longer, shall not be entitled to any management benefits, unless approved by the Human Resources Officer.

- 4) Employees who are paid at the higher salary schedule in an Acting position (non-management or management) shall continue to receive advancement in pay step at the same interval as received in the employee's regular classification as set forth in Article 2, Section 1(C)(2).

F. OVERTIME AND HOURS OF PAY

- 1) Unless otherwise noted, a workweek is the consecutive one-hundred and sixty-eight (168) hours from 12:01 a.m. Sunday to 12:00 a.m. (midnight) on Saturday. For all employees working on a 9/80 alternative work schedule, the workweek shall begin exactly four hours into the eight-hour shift on the day of the week which constitutes the alternating regular day off.
- 2) Except as provided herein, all time worked by an affected employee in excess of forty (40) hours in a defined workweek shall be compensated at the rate of time-and-one-half (1½) the employee's regular schedule and step and any applicable Senior Pay Bonus.
- 3) Unless otherwise noted, the City shall only consider hours worked by an employee to calculate the minimum overtime threshold for each workweek. The Fair Labor Standards Act defines "hours worked" as all time during which an employee is on the employer's premises, on duty or at a prescribed work place.
- 4) Notwithstanding Article 2, Section 3(E)(2) and Section 3(E)(3) above, full-time employees of the Police Department shall be compensated at the rate of time-and-one-half (1½) the

employee's base rate of pay and any applicable Senior Pay Bonus for all time worked by an affected employee in excess of the employee's regular workday.

- 5) At the option of the employee, overtime compensation shall be compensated as pay or as compensatory time off. If paid, the payment shall be included in the employee's regular paycheck for the period in which the overtime was worked.
- 6) Whenever possible, compensatory time should be earned and taken within the same pay period, however, in no case shall the accrual of compensatory time exceed a total of ninety-nine (99) hours. Requests for taking compensatory time off shall be requested in writing by the employee and approved by the department head in the same manner as any other requests for time-off.
- 7) **EXCEPTIONS:** The exceptions to the above overtime provisions are as follows:
 - a) Employee shall not receive overtime compensation for any incidental time worked in excess of a normal workday when such excess is less than fifteen (15) minutes in total duration.
 - b) When such excess time is fifteen (15) minutes in total duration, the employee shall be entitled to the appropriate overtime compensation for all time worked in excess of such normal workday. Overtime shall otherwise be in increments to the nearest fifteen (15) minutes.
 - c) Employees shall receive overtime for actual work performed or permitted by the department. Employees are required to obtain prior authorization to perform overtime work.
 - d) Overtime shall not be paid more than once for any hour worked, and there shall be no pyramiding of overtime.
 - e) An employee who is required to work extra shifts and/or hours beyond their regular shift due to an operational emergency, organizational necessity or other situations declared by and at the discretion of the City Manager or department head shall be compensated at the rate of time-and-a-half (1 ½) the employee's base rate of pay and any applicable Senior Pay Bonus for such time worked regardless of whether the employee worked their regularly scheduled shift. At the option of the employee, overtime compensation under this exception may be compensated as pay or as compensatory time off.

G. CALL-IN AND CALL-BACK PAY

- 1) Any full-time employee called in for work on his/her regularly scheduled day off shall receive not less than four (4) hours work or four (4) hours pay at one-and-one-half (1 ½) times the employee's regular rate of pay. Regular rate of pay shall be composed of base pay plus any applicable Senior Pay Bonus.
- 2) An employee called back for work after completing a regularly scheduled shift shall receive not less than four (4) hours work or four (4) hours pay at time-and-one-half the regular rate of pay plus any applicable Senior Pay Bonus.
- 3) Overtime, which has been previously scheduled, shall not be considered Call-In Pay.
- 4) Employees scheduled to return to work following their regular shift shall be compensated in accordance with the Fair Labor Standards Act and the overtime provision of this MOU.
- 5) When an employee must appear in court as a witness on behalf of the CITY on a day when that employee is not scheduled for work, the employee shall be paid for the time actually spent in court, but not less than two (2) hours at one-and-one-half (1 ½) times the regular pay plus any applicable Senior Pay Bonus.

H. MECHANIC AUTOMOTIVE SERVICE EXCELLENCE (ASE) PROGRAM – See Exhibit “C”

SECTION 4. SPECIAL ALLOWANCES

A. TOOL ALLOWANCE

- 1) When the CITY requires in writing that any employee provide his/her own hand tools to perform the duties of his/her position in city service, the employee shall be compensated for such use payable at the rate of one-thousand two hundred fifty dollars (\$1,250.00) per year, payable annually in January.
- 2) Such employees shall include Lead Mechanic, Equipment Mechanic, Transit Mechanic, Apprentice Mechanic, and any other employee required to do so in writing by the department head or Human Resources Officer.
- 3) Newly appointed employees in the position will be paid the annual allowance at time of hire into the position. If the initial payment is received less than six (6) months prior to the regular tool allowance premium date, the employee will not receive the tool allowance until the following regular premium pay date. Should a new hire separate from the city within six (6) months of hire, said employee shall reimburse the City half (1/2) of the allowance received.
- 4) The CITY agrees to meet with the Union, once per year, to receive suggestions for the tool pool.

B. UNIFORM ALLOWANCE

- 1) It shall be the policy of the City Council to determine which classification of employees shall be required to wear a city uniform in the course of their employment with the CITY. If a classification of employee is required to wear a city uniform, the CITY shall provide the uniforms to or pay a uniform allowance to those employees required to wear such uniforms. It shall be the employee's responsibility to wear such uniform in the manner in which it is prescribed and shall not wear such uniform except in the course of performing work for the city. Failure to wear such uniform as prescribed shall be cause for disciplinary action.
- 2) The CITY shall provide and maintain uniforms to employees assigned to the following work assignments accordingly:
 - (a) Uniforms for the employee in classifications such as Custodians, Building Maintenance, street crews, tree crews, parks crews, sewer crews, right-of-way crews, Equipment and Transit Mechanics, Equipment Utility Workers, and Senior Transit Utility Specialist.
 - (b) The CITY will report to CalPERS the monetary value for providing and maintaining the employee's required uniforms. The City will report the uniform allowance on a bi-weekly basis to CalPERS on each City scheduled pay period earned. The uniform allowance amount reported to CalPERS will derive from the prior year's invoices for providing and maintaining employee's uniforms, not to exceed two-hundred and sixty dollars (\$260.00) per year per employee. Effective July 2026, the reported amount shall increase to a maximum of three-hundred twenty-five dollars (\$325.00). Uniform allowance or the value of maintaining the uniform is only reportable for Classic CalPERS members, to the extent permitted by CalPERS.
 - (c) Employees of the Police Department classified as Police Technicians or in other position title that may be established, **who are required to wear uniforms**, shall be entitled to a uniform allowance of eleven dollars and fifty-four cents (\$11.54) bi-weekly and included in each affected employee's regular paycheck. Effective the first full pay period in July 2026, the uniform allowance will increase to fourteen dollars and forty-three cents (\$14.43) bi-weekly.
 - (i) The Police Chief shall certify in writing to the Human Resources Officer the various members of the department entitled to such status. Once reported, the employee shall continue to receive such payment until the Police Chief reports in writing to the Human Resources Officer that the employee is no longer entitled to such allowance.

C. SHOE ALLOWANCE

- 1) When the CITY requires in writing that any employee wear safety shoes in the performance of city duties, the employee shall be compensated for the purchase of such shoes.
- 2) Such employees shall include Apprentice Mechanic, Associate Engineer, Building Maintenance Lead, Custodian, Electrical/Signal Technician, Engineering Aide, Engineering Technician, Equipment Mechanic, Equipment Utility Worker, General Building Inspector, Graffiti Technician, Heavy Equipment Operator, Home Improvement Lead, Home Improvement Maintenance Helper, Lead Mechanic, Maintenance Painter, Park Maintenance Lead, Park Maintenance Worker, Public Works Lead, Right-of-Way Maintenance Worker, Senior Building Maintenance Worker, Senior Maintenance Worker, Senior Transit Utility Specialist, Sewer Maintenance Worker, Street Maintenance Worker, Street Sweeper Operator, Street Traffic Painter, Transit Mechanic, Transit Parts Storeroom Coordinator and any other employee required to do so in writing by the department head or Human Resources Officer.
- 3) The shoe allowance is paid for the purchase and use of safety shoes for city related work. The employee shall be responsible for purchasing and maintaining such safety shoes at or above the minimum standards set by the CITY. Failure to wear safety shoes as required shall result in disciplinary action. Wearing of such safety shoes purchased with the CITY shoe allowance shall be limited to CITY work hours.
- 4) Effective July 2025, the annual shoe allowance shall be two-hundred fifty (\$250.00) dollars payable the first pay period of each calendar year. If necessity warrants, an allowance for a second pair of shoes may be requested by the employee. With the pre-authorization of the department head and upon submittal of a receipt verifying the purchase of the second pair of safety shoes, the employee may be reimbursed up to an additional two-hundred fifty (\$250.00) dollars in any one fiscal year.
- 5) Newly appointed employees in positions so affected will be paid the annual allowance at the time of hire into the position. If the initial payment is received less than six (6) months prior to the regular shoe allowance payment date, the employee will not receive an allowance until the regular payment date of the following year.
- 6) If an employee separates within six (6) months of receiving the annual shoe allowance, the employee will be required to reimburse the CITY for half of the allowance received.

D. BOOT ALLOWANCE

- 1) When the CITY requires in writing that any employee wear safety shoes in the performance of city duties, the employee shall be compensated for the purchase of such boots.
- 2) Such employees shall include Police Records Technician I/II, Police Service Officer, Police Service Technician, Code Enforcement Officer, Community Service Officer, Police Assistant, and any other employee required to do so in writing by the department head or Human Resources Officer.
- 3) The boot allowance is paid for the purchase and use of safety boots for city-related work. The employee shall be responsible for purchasing and maintaining such safety boots at or above the minimum standards set by the CITY. Failure to wear safety boots as required shall result in disciplinary action. Wearing of such safety boots purchased with the CITY boot allowance shall be limited to CITY work hours.
- 4) Effective July 2025, the annual boot allowance shall be one-hundred twenty-five (\$125.00) dollars payable the first pay period of each calendar year. If necessity warrants, an allowance for a second pair of boots may be requested by the employee. With the pre-authorization of the department head and upon submittal of a receipt verifying the purchase of the second pair of safety boots, the employee may be reimbursed up to an additional one-hundred twenty-five (\$125.00) dollars in any one fiscal year.
- 5) Newly appointed employees in positions so affected will be paid the annual allowance at the time of hire into the position. If the initial payment is received less than six (6) months prior to

the regular boot allowance payment date, the employee will not receive an allowance until the regular payment date of the following year.

- 6) If an employee separates within six (6) months of receiving the annual boot allowance, the employee will be required to reimburse the CITY for half of the allowance received.

E. MILEAGE ALLOWANCE

- 1) An employee required to use his/her personal vehicle in the performance of duties as an employee of the City shall receive compensation for use of his/her personal automobile at the established IRS rate for mileage reimbursement. Such rate shall be reviewed periodically and adopted by administrative policy.
- 2) Such reimbursements will be made upon presentation of proper documentation which shall indicate to the satisfaction of the Department Head the number of miles traveled for which reimbursement is sought, the date on or between which use was made, and the specific or general occasion or service which necessitated such use.

F. BONDS AND NOTARIAL COMMISSION

- 1) When the CITY requires in writing that an employee maintain a bond or a notary commission as part of his/her duties, the employee shall be compensated for the cost of such.
- 2) However, if the employee allows such designation to lapse and as a result must complete education, training or other requirements to reestablish the bond or commission, the employee shall bear the full cost of such reinstatement.
- 3) Failure to maintain such bond or commission as required shall be cause for disciplinary action.

G. SPECIAL PAYS

- 1) Special pays shall be processed as part of the employee's regular bi-weekly paycheck and shall be paid in the pay period following the approval of the special pay request, unless otherwise determined by the CITY. This includes, but is not limited to: all special pays set forth in Article 2, Sections 3 and 4, SDI reimbursement, acting pay, vacation and other leave pay-offs.
- 2) Special Pays and Premium Pays that are paid bi-weekly will be prorated when an employee is not assigned to a full (80-hour) pay period.
- 3) **SPECIAL ONE-TIME BUY-BACK OPTIONS:** From time-time the City may at the City's initiation allow employees to cash in leave balances for pay. Such option shall not be pensionable and no employee shall be required to participate in such option. These special one-time buy-back opportunities shall be processed as part of the regular bi-weekly payroll and will follow the employee's direct deposit and W-4 selections.

ARTICLE 3. WORK SCHEDULES

SECTION 1. REGULAR SCHEDULES

- A.** City Hall shall maintain a 9/80 employee work schedule as determined by the CITY:
- 1) During the city's regular two-week pay period, each employee shall be scheduled to work a total of nine (9) days for a total of eighty (80) hours work with either a Monday or a Friday off (9/80 day-off) on the shorter of the two weeks in the pay period.
 - 2) By mutual agreement, a department head and respective department employee may establish any other alternative work schedule (e.g., 5/40, 4/10, etc.). The alternative work schedule must maintain or improve the current level of service and must not have an adverse effect on the functional operations of the department or the city as a whole.

SECTION 2. CITY HALL HOURS OF OPERATION

- A. City Hall hours of operation will be determined by the CITY to ensure practical levels of service to the community. The working hours of individual employees may be adjusted as necessary to ensure such service to the community within a 9/80 work schedule, subject to the following:
 - 1) City management and GMEA agree to work together in good faith to resolve any issues that may arise from the 9/80 schedule.
 - 2) Except as directed by the City Council, employee work-schedules shall be adjusted as necessary to ensure that City Hall will not be closed for more than four (4) consecutive days, inclusive of any day that City Hall is closed in observance of an approved holiday.
- B. If an employee is required to adjust his/her regular day off in order to provide adequate staff coverage for city operations, the employee will be credited with Floating Holiday Compensation (FC) on an hour-for-hour basis for the actual hours worked.
 - 1) FC will be shown on the employee's paystub and must be used during the fiscal year within which it is earned, otherwise it will be forfeited.

SECTION 3. REST PERIODS

- A. Every employee will be permitted a fifteen (15) minute paid rest period approximately in the middle of the first half of the scheduled workday and a fifteen (15) minute paid rest period approximately in the middle of the second half of the scheduled workday.
 - 1) It is understood and agreed by the parties hereto that these rest periods are granted on a portal-to-portal basis; that is, from the time the employee leaves the work station until employee returns to it, ready to continue work, the total time of employee's absence shall not exceed fifteen (15) minutes.

ARTICLE 4. SUPPLEMENTAL BENEFITS

SECTION 1. EDUCATIONAL REIMBURSEMENT

- A. The CITY encourages and supports educational programs which provide employees the opportunity for personal career development and directly benefit the CITY by increasing the technical and managerial competency of its staff. Toward this end, the CITY offers reimbursement of the cost of required tuition, text, certain materials and fees for approved courses that are directly related to the employee's present position or promotion within the City. Courses must be from an accredited college, university, Certificate or credentialing program that is of benefit to the City.

In addition, the City shall have the sole discretion to approve reimbursement for required curriculum coursework towards a job-related certificate or credentialing program. Attendance at conferences and seminars are excluded from reimbursement.

- B. Eligibility for educational reimbursement is limited to full-time permanent City employees and shall be requested and approved according to standard procedures established by the Human Resources Officer.
- C. Effective July 1, 2025, the maximum reimbursement per employee per fiscal year shall be three-thousand one-hundred twenty-five dollars (\$3,125.00).

SECTION 2. RETIREMENT

A. CALPERS CONTRACT: The CITY shall contract with the state California Public Employees Retirement System (CalPERS) to provide retirement benefits. The cost of CalPERS Retirement benefits is based on formulas set by CalPERS and includes two rates:

- 1) The Employer Contribution Rate, paid entirely by the CITY, unless there is an agreement to cost-share. CalPERS reviews the Employer rates yearly and may adjust rates based on actuarial valuation.
- 2) The Member (employee) Contribution Rate, paid entirely by the employee through payroll deduction. The full Member (employee) Contribution Rate shall be set by CalPERS.
- 3) Each Member through a payroll deduction shall pay the Member (employee) Contribution Rate as set by CalPERS and an additional retirement contribution percentage towards the Employer Contribution Rate, of three (3%) percent, as cost sharing, in accordance with Government Code Section 20516(f). The cost sharing contribution shall be paid by the employee on a pre-tax basis up to the extent permitted by the law.

B. The PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA) implemented new benefit formulas and final compensation period, as well as new member contribution requirements for new employees hired on or after January 1, 2013 who meet the definition of "new member" under PEPRA.

- 1) **CALPERS ENROLLMENT DATE:** Whenever a new employee is hired by the City their status as a "Classic Member" or "PEPRA Member" will be determined by CalPERS.
- 2) As defined by PEPRA, a new member includes:
 - a) A member who joined CalPERS prior to January 1, 2013, who, on or after January 1, 2013 is hired by a different CalPERS employer following a break in service of more than six months.
 - b) A new hire who joined CalPERS for the first time on or after January 1, 2013, and who has no prior membership in another California public retirement system.
 - c) A new hire who joins CalPERS for the first time on or after January 1, 2013, and who was a member of another California public retirement system prior to that date, but who is not subject to reciprocity upon joining CalPERS.
- 3) "Pensionable Compensation" (PC), as established by PEPRA, delineates the pay categories that must be reported to CalPERS as income that contributes to the calculations of the employee's retirement benefit. PC must be reported when earned and paid on the employee's regular paycheck. Should the payment of any benefit negotiated herein conflict with this, the CITY shall notify GMEA prior to modifying how the benefit is to be paid. (§20160, §20636 G.C.)

C. CLASSIC CALPERS MEMBERS

- 1) This classification is a CalPERS determination and shall be applied according to their definition.
- 2) "Classic" Miscellaneous Membership benefits per the CITY's contract with CalPERS shall be as follows as applicable by law:
 - a) Miscellaneous Member "2.0 at 55" formula (§21354 G.C.).
 - b) 1959 Survivor Benefit Level 3 (§21570 et seq. G.C.).
 - c) One Year Final Compensation (§20042 G.C.).
 - d) Unused Sick Leave Conversion (§20965 G.C.).
 - e) Member (Employee) Contribution Rate as set by CalPERS (§7522.30 G.C.).

D. PEPRA CALPERS MEMBERS

- 1) This classification is a CalPERS determination and benefits shall be provided according to the PEPRA definition.

- 2) A new CalPERS member's initial member contribution rate will be at least fifty percent (50%) of the total normal cost rate for their defined benefit
 - a) Miscellaneous Member "2.0% at 62" formula (§7522.20 G.C.).
 - b) 1959 Survivor Benefit Level 3 (§21570 et seq. G.C.).
 - c) Three Year Final Compensation (§7522.32 G.C.)
 - d) Unused Sick Leave Conversion (§20965 G.C.).
 - e) Member (Employee) Contribution Rate based on Pensionable Compensation (§7522.30 G.C.)

E. TRANSIT EMPLOYEES

- 1) Transit employees hired prior to January 1, 2013 shall be classified as "Classic Members".
- 2) Transit employees hired on or after January 1, 2013 through December 29, 2014 shall be classified as "Classic Members" and will retain their classic membership benefits for this period of time. Transit employees hired on or after December 30, 2014 shall be classified as "PEPRA Members".

SECTION 3. HEALTH INSURANCE

A. COMPREHENSIVE HEALTH PLAN

- 1) The CITY shall provide a comprehensive health benefit plan, including medical, hospitalization, dental, optical, and prescription, to all affected employees and their dependents.
- 2) The CITY shall meet and confer with GMEA prior to implementing benefit changes in the approved plan.

B. INTERNAL SERVICE FUND (ISF)

- 1) The CITY shall maintain an Internal Service Fund (ISF) for all premiums due and payable on a monthly basis by the CITY and employee contributions made pursuant to this MOU. All interest income produced by the ISF balance shall remain in the account and available for this exclusive use.

C. COST OF HEALTH INSURANCE

- 1) The CITY will pay the two-party premium for coverage of affected full-time permanent employee plus one (1) dependent based on the City's self-funded health insurance plan rate. This amount will be paid to the approved health insurer or into the ISF for exclusive use in the ISFH program.
- 2) Employees with family coverage (i.e. two or more dependents) shall make co-payments through payroll deduction to cover any differential in premium costs to the CITY for such coverage. The CITY shall maintain a "Section 125" plan allowing employees to utilize pre-tax dollars for their contributions. Coverage will cease upon non-payment of premium or if payment is not received in a timely manner. The City will provide affected employees with sixty (60) days' notice and grace period to cure prior to exercising the discretion to terminate coverage. Premiums may be paid from available catastrophic leave donations.
- 3) Employees who are on an approved, protected leave will receive CITY-paid health benefit as outlined above in Item C.1. Employer-paid health coverage will cease upon exhaustion of protected leave and employee is on unprotected, unpaid leave of absence.

D. POST RETIREMENT HEALTH INSURANCE COVERAGE

- 1) **TIER 1:** Employees hired before July 1, 2002 and meet the minimum requirements listed below shall receive, and continue to receive after the termination of this MOU, paid health insurance benefits based on the formula set forth below:
 - a) Any affected employee who is at least fifty-five (55) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee and his or her dependent up to the City's self-funded health insurance plan rate for two-party premium if the employee completed thirteen (13) years of full-time service with the City, was enrolled in any of the City's health insurance plans for a total of thirteen (13) years of service, and actually commences to receive CalPERS retirement benefits.

- 2) **TIER 2:** Employees hired on or after July 1, 2002 and meet the minimum requirements listed below shall receive, and continue to receive after the termination of this MOU, paid health insurance benefits based on the formula set forth below:
 - a) Any affected employee who is a Classic CalPERS employee, who is at least fifty-five (55) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee up to the City's self-funded health insurance plan rate for single party premium if the employee completed twenty (20) years of full-time service with the City, was enrolled in any of the City's health insurance plans for a total of twenty (20) years, and actually commences to receive CalPERS retirement benefits. Such Classic employee shall bear any differential premium cost of coverage for an additional party (i.e. spouse). The differential is the difference between the one-party and two-party premium) compared to the prior plan year.
 - b) Any affected employee who is a PEPRA CalPERS employee, who is at least sixty-two (62) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee up to the City's self-funded health insurance plan rate for single party premium if the employee completed twenty (20) years of service with the City, was enrolled in any of the City's health insurance plans for a total of twenty (20) years, and actually commences to receive CalPERS retirement benefits. Each PEPRA employee shall bear any differential premium cost of coverage for an additional party (i.e. spouse). The differential is the difference between the one-party and two-party premium. The year the employee retires will be the base year in which the rate differential described above is established, the rate after the base year is established shall be adjusted downward or upward by half the City's rate change (difference between one-party and two-party premium) compared to the prior plan year.

- 3) **TIER 3:** Employees hired on or after July 1, 2021 who meet the minimum requirements listed below shall receive the allotted health insurance coverage for the retired employee based on the City's self-funded health insurance plan rate for single party premium.
 - a) Twenty (20) years of full-time service with the City receives seventy-five percent (75%) of the single party rate; or
 - b) Twenty-five (25) years of full-time service with the City receives one-hundred percent (100%) of the single party rate; and
 - c) Enrollment in any of the health insurance plans offered by the City for the minimum required years of service; and
 - d) Age fifty-five (55) years or sixty-two (62) years for full CalPERS service retirement; and
 - e) Tier 3 retiree coverage shall terminate upon the date retiree becomes Medicare eligible or death of the retiree, whichever occurs first.

- 4) Years of Service

a) Premium Split Option Participants – The time an employee participates in the Premium Split Option Plan will not count towards time required to meet ‘years of full-time service with the City’.

b) Waiving Health Coverage – A full-time employee who waives health coverage and does not have the ability to participate in the Premium Split Option Plan, will have the opportunity to have their service time count towards ‘years of full-time service with the City’ for the purpose of Post-Retirement Health Insurance Coverage benefit.

5) The amount of the City’s contribution shall be set at the same level as the amount for active employees unless the retiree is Medicare eligible in which case the City’s contribution, if applicable, shall be at the Medicare rate. Upon the effective date of Medicare coverage, the City’s health insurance plan coverage would be the secondary benefits payor and Medicare would be the primary benefits payor to the extent permitted in the City’s Plan Document and Summary Plan Description.

Any required premiums and/or co-payment for active employees will also be required for non-Medicare eligible retirees. When applicable, this benefit shall accrue to the spouse upon death of the employee who is insured under this provision.

E. MEDICARE: Tier 1 and Tier 2 retired employee who becomes eligible for coverage under Medicare and/or comparable governmental program shall thereupon no longer receive the full benefits available under the City’s Health Insurance Plan but instead shall receive, at the CITY’s expense, supplemental health insurance coverage equal to the difference between the coverage available under the City’s Plan and the coverage available through Medicare and/or comparable governmental program. Failure to enroll in Medicare upon eligibility shall result in loss of post-retirement health insurance coverage.

F. COBRA: Any covered employee who retires from the city, or otherwise separates from city service with less than the minimum requirements specified in Section D. of this Section shall be offered the opportunity to continue his/her participation in their group health insurance in effect at the time of such separation as provided for in the Consolidated Omnibus Reconciliation Act (COBRA). The cost of such participation by such separated employee shall be borne by the employee and paid directly to the health insurance carrier.

G. HEALTH SAVINGS ACCOUNT: During the term of this MOU, the City and GMEA shall work towards the establishment of a Health Savings Account for full-time and part-time employees.

SECTION 4. LIFE INSURANCE

A. The CITY shall provide a total of forty-thousand dollars (\$40,000) of life insurance coverage for each full-time, regular employee under the following policies:

- 1) Term Life Insurance, including Accidental Death and Dismemberment (AD&D) coverage, in the amount of twenty-thousand dollars (\$20,000) for all eligible employees; and
- 2) Group Life Insurance in the amount of twenty-thousand dollars (\$20,000) as part of the City’s Health Insurance Plan for full-time employees enrolled in a health plan offered by the City.

SECTION 5. EMPLOYEE SICK LEAVE

A. SICK LEAVE EARNED: Ten (10) hours of paid sick leave shall be earned for each calendar month or major fraction thereof of employment by all full-time probationary and permanent employees and shall be credited to the employee based on the employee’s pay rate at the time the sick leave is earned.

B. SICK LEAVE USED: Sick leave used (i.e., days off work on sick leave status) shall be at the employee’s rate of pay at the time the sick leave is used. The employee shall continue to accrue sick leave at his/her rate of pay at the time that the sick leave is earned.

C. CONVERSION OF SICK LEAVE: All unused sick leave shall accrue from year to year on an unlimited basis except that after five (5) years of continued service, an employee may convert unused sick leave to cash or time off, subject to the following conditions:

- 1) The time off option shall be at the employee's discretion with the approval of the department head. The value of the conversion, whether into cash or time off, will be calculated at 50% of the hourly rate, plus any applicable Senior Pay Bonus or Longevity. To comply with Internal Revenue Service (IRS) constructive receipt rules under IRS Code Section 451, any election to convert accrued hours to cash or other compensation must be made in the calendar year prior to the calendar year in which the employee will earn the benefits.
- 2) No conversion shall be made until the employee has accrued more than ninety-six (96) hours unused sick leave; nor shall any conversion be permitted which will reduce the number of hours accrued below ninety-six (96) hours.
- 3) Any employee who meets the above conditions may convert not more than sixty-four (64) hours of sick leave in any one calendar year. Employees who have used less than one full scheduled workday of sick leave in any one year and meet the above conditions may convert not more than eighty (80) sick leave hours in any twelve (12) month period.

The exception to the annual conversion shall be termination, retirement, or death.

D. CONVERSION OF SICK LEAVE AT TIME OF SEPARATION:

- 1) Upon separation from the City and completion of at least five (5) years of service, employees may be paid for accrued sick leave hours up to a maximum of fifty percent (50%) of seven-hundred and twenty (720) hours. Employees shall be denied sick leave payoff when leaving the City, only if he/she was either:
 - a) Terminated for cause, or
 - b) Resigned in lieu of termination
- 2) Such payment shall be made at the employee's pay step, plus any applicable Senior Pay Bonus, at the time of separation. That is:
 - a) If an employee has seven-hundred and twenty hours (720) or more accrued, payment shall be for three-hundred and sixty (360) hours.
 - b) If an employee has less than seven-hundred and twenty hours (720) accrued, payment shall be at half of the employee's accrual at the time of separation.
- 3) **Conversion at Retirement:** Upon simultaneous retirement from the City and from CalPERS, an employee shall have the option of applying unused sick leave to his/her CalPERS account up to the limits set by CalPERS. The conversion rate will be at the employee's pay rate, plus any applicable Senior Pay Bonus, at the time of retirement.
- 4) **Reinstatement:** Any permanent, full-time employee who is reinstated pursuant to the City's Personnel Rules and Regulations shall be entitled to have restored to his/her previously earned and unused sick leave not previously paid for pursuant to this MOU. Such reinstatement shall be at the rate of pay at the time of separation.

SECTION 6. FAMILY MEDICAL LEAVE ACT (FMLA) AND CALIFORNIA FAMILY RIGHTS ACT (CFRA)

- A. The City will adhere to State and Federal regulations protecting FMLA and CFRA leave rights.
- B. An employee on statutorily-protected leave (i.e FMLA, CFRA, military leave, workers' compensation, sick leave under California Labor Code Sections 245-249, and other leaves protected by statute) shall continue to accrue longevity, vacation, sick leave, holidays, and such

other benefits as set forth in this MOU unless and until they exhaust all statutorily-protected leaves for which they are eligible, at which time accruals shall cease.

SECTION 7. BEREAVEMENT (DEATH IN FAMILY) LEAVE

- 1) In the event of a death of a member of the immediate family, immediately after such death has occurred an employee may be absent without loss of pay for five (5) consecutive workdays based on the employee's regular work schedule.
- 2) Immediate family shall be defined for this purpose to include the employee's spouse, child, father, mother, brother, sister, grandfather, grandmother, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, legal guardian or registered domestic partner.
- 3) If family circumstances necessitate, the employee may request in writing that Bereavement Leave be deferred to a subsequent date. The employee shall submit the request to the department head stating the reason such accommodation is needed (i.e., to accommodate out of state services for the deceased or other circumstances related to the loss of the family member).
- 4) If needed and approved by the department head, five (5) additional leave days chargeable to sick leave may be taken along with the scheduled bereavement leave.
- 5) At the earliest time possible considering the circumstances, the employee shall submit to the department head the name of the deceased, date of death and relationship to the employee. Unless otherwise requested by the employee, the Human Resources Officer shall see that the deceased family member is remembered in memoriam at the closing of the next City Council meeting.

SECTION 8. STATE DISABILITY BENEFITS (SDI)

- A. If an employee sustains a non-job-related injury, he or she may, at his/her option, utilize any accumulated sick leave and vacation leave to supplement any monies received from State Disability Insurance up to the amount of the employee's base pay including any Senior Pay Bonus.

SECTION 9. WORKERS' COMPENSATION

- A. The City will pay eighty-five percent (85%) of full salary in lieu of temporary disability payments for all full-time employees for leave of absence due to injury arising out of or in the course of employment to a maximum of twelve (12) months. This compensation shall be paid through the City's payroll system as Injured-on-Duty (IOD) Pay. An employee is in a paid status while receiving IOD Pay.
- B. An employee may be entitled to receive Total Temporary Disability benefits up to an additional twelve (12) months, as required by state law.
- C. An employee who is out on workers' compensation leave shall also be placed on leave under the Family and Medical Leave Act (FMLA) if the employee qualifies for FMLA leave. Leave under FMLA cannot exceed twelve (12) weeks. Workers' compensation leave and leave under the FMLA shall run concurrently.
- D. An employee who schedules a medical treatment appointment during work hours after he/she is determined permanent and stationary, or returned to full or modified duty, shall not be entitled to charge such appointment time to IOD Pay.

SECTION 10. CATASTROPHIC LEAVE AND LEAVE DONATION

- A. The CITY will maintain a Catastrophic Leave and Leave Donation policy to assist employees who have exhausted leave balances, and due to catastrophic circumstances require additional time off prior to returning to city service.
- B. The CITY will meet and confer with GMEA prior to making any changes to this policy.

SECTION 11. HOLIDAYS

- A. Except for employees working in the Police Department, any permanent, provisional, or probationary employee who has worked a shift or who is on a scheduled paid leave the scheduled day prior to and/or immediately after a holiday will receive a day's pay for that holiday.

B. Unscheduled Absences

- 1) An employee who calls out (unscheduled absence) on a holiday, on the day immediately prior to the holiday, or on the day immediately after the holiday will be entitled to be paid for that holiday for the first occurrence in a rolling two-year period.
- 2) An employee who calls out (unscheduled absence) on a holiday, on the day immediately prior to the holiday, or on the day immediately after the holiday will **not** be paid for that holiday for a second occurrence in a rolling two-year period. Employees may replace any lost paid holiday with appropriate leave accruals, if available. The replacement of lost holiday pay shall be on a "one for one" basis.
- 3) Employees who are scheduled to work on a holiday must work the entire scheduled shift in order to receive pay for that holiday.
- 4) In emergency circumstances, the Department Head has the discretion to allow for a paid holiday for any unscheduled absence.

For example, employees will not be paid for a holiday under the following circumstances:

- 1) Employee is scheduled to be off on December 24 and December 25. If Employee has a second unscheduled absence in a rolling two-year period on December 23, then Employee will not be paid for December 24. If Employee also has an unscheduled absence on the December 26, then Employee would also not be paid for December 25.
- 2) Employee is scheduled to be off on December 24 and December 25. Employee has a first unscheduled absence on December 23. This is their first unscheduled absence in a rolling two-year period. Employee will be paid for December 24. Then, Employee is scheduled to work on July 4. Employee has an unscheduled absence on July 4. Employee will not be paid for July 4 because this was the second unscheduled absence in a rolling two-year period.
- 3) Employee is scheduled to work on Thanksgiving. The employee has an unscheduled absence on Thanksgiving. This is the first unscheduled absence in a rolling two-year period. The employee will be paid for Thanksgiving. Then, Employee is scheduled to be off work Saturday, July 3, Sunday, July 4, and Monday, July 5 (which is when the July 4th holiday is observed). Employee has an unscheduled absence on Friday, July 2, which is the day immediately prior to a holiday. This employee will not be paid for July 5 because this was the second unscheduled absence in a rolling two-year period.

- C. Subject to Section 12(B) above, On-Demand Dispatchers shall be paid for all City holidays in addition to time actually worked.
- D. Employees working in the Police Department shall, based on the employee's regular work hours, earn one and one-twelfth (1 & 1/12) regular days off per month, for a total of thirteen (13) days per year, plus an additional twenty (20) hours per year of floating holiday time. These days off (hereinafter referred to as holidays) are in lieu of legal or other holidays.
 - 1) Any holidays not used during the fiscal year will not carry over into the next year and will not be paid for. Holiday hours/days will be zeroed out June 30 each year, commencing

June 30, 2027. These holidays shall be scheduled at the convenience of the employee with the approval of the department head.

- E.** All affected regular, full-time employees covered by this MOU shall have the following paid holidays off:
- 1) New Year's Day: January 1 or the first regular City Hall workday of the year;
 - 2) Martin Luther King Jr. Birthday: Third Monday of January;
 - 3) Presidents Day: Third Monday of February;
 - 4) Memorial Day: Last Monday of May;
 - 5) Juneteenth: June 19;
 - 6) Independence Day: July 4;
 - 7) Labor Day: First Monday of September;
 - 8) Veterans Day: November 11;
 - 9) Thanksgiving Day: Fourth Thursday of November;
 - 10) Friday after Thanksgiving Day;
 - 11) Christmas Eve: December 24;
 - 12) Christmas Day: December 25; and
 - 13) New Year's Eve: December 31.
- F.** The CITY shall publish an annual calendar listing all Holidays on which City Hall will be closed. If a Holiday falls on Saturday or Sunday, the CITY shall designate a normal working day (Monday – Friday) to be observed as the official City Holiday.
- G.** If a Holiday falls on an employee's 9/80 day-off, the employee will be credited with Floating Holiday Time in an amount equal to regular City Hall work hours for that day. Based on the City Hall schedule of nine (9) hours Monday – Thursday and eight (8) hours on Friday, Floating Holiday will be credited as follows:
- 1) If the holiday falls on a Monday, Tuesday, Wednesday or Thursday, nine (9) hours of Floating Holiday will be credited;
 - 2) If the holiday falls on a Friday, eight (8) hours of Floating Holiday will be credited.
 - 3) Should the City Hall schedule be changed, the number of hours of Floating Holiday credited will be adjusted accordingly so that the credited amount will be equal to the scheduled hours for City Hall operations.
 - 4) Floating Holiday Time earned because of the employee's 9/80 day-off must be used within the fiscal year earned or it will be forfeited.
- H.** Additionally, each affected employee shall receive twenty (20) hours of Floating Holiday to be credited January 1st of each year. Floating Holiday shall be scheduled at the convenience of the employee with the approval of the department head but must be used within the calendar year earned or it shall be forfeited.

SECTION 12. VACATIONS

A. VACATION ACCRUALS AND USE

- 1) After the first year of completed service, vacation shall accrue based on an eighty-hour (80) pay period, regardless of the employee's work schedule and shall accrue to all regular full-time employees per the following:

Effective on Employee's Anniversary Date of Completed Service	Hours Earned Per Month	Hours Earned Annually
From Date of Hire (DOH)	8	96
5 years of service	10	120
10 years of service	12	144
15 years of service	14	168
20 years of service	16	192
25 years of service	18	216

- 2) Vacation accrual shall be capped at a maximum of four-hundred and thirty-two (432) hours. Affected employees shall not accrue vacation above four-hundred and thirty-two (432) hours. Effective July 1, 2022, if the maximum accrual amount is reached, the affected employee shall cease to accrue vacation hours until such bank is reduced below the maximum accrual amount of four-hundred and thirty-two (432) hours.
- 3) No vacation time or pay is vested for a probationary employee during his/her probationary period of employment. If a probationary release occurs, the affected employee shall not be entitled to payment of any vacation time that has not vested.
- 4) In the event of resignation or discharge of a non-probationary employee, all accumulated vacation credits shall be paid in full at the time of termination of employment. This shall likewise apply in the case of death, in which event the amount shall be paid to the legally recognized beneficiary of the estate of the deceased.
- 5) Periods of absence from work because of sickness or other reasons mutually agreed upon during the employment term shall be considered as time worked in computation of the vacation credit, provided the employee given such leave shall return to work not later than the expiration of said leave for at least ninety (90) days. Holidays off with pay shall be considered as time worked. An eligible employee may defer into the succeeding calendar year an amount of paid vacation equal to the total amount of vacation leave accrued during the prior calendar year.
- 6) Vacations shall be taken at a time mutually agreed upon by the CITY and the employee. In the event of conflict between two or more employees' vacation requests within a department or a classification, the principle of seniority shall govern.
- 7) It shall be the employee's responsibility to monitor personal leave accruals and to maintain such accruals within the limits set forth in this MOU.
- 8) No employee shall be paid for or allowed to take as leave any excess vacation accrual if it is determined that the accruals were credited to the employee in error or are the result of a violation of the City's Personnel Rules and Regulations, MOU or a signed agreement between the employee and the City that provides otherwise.
- 9) The maximum vacation accrual pay-off upon separation from the City shall be four-hundred and thirty-two (432) hours.
- 10) Employees will have a one-time opportunity to cashout up to one (1) year's worth of vacation accruals in Fiscal Year 25-26. The cashout rate will include the 2025 COLA. Employees must maintain a minimum Vacation balance of 120.00 hours after the cashout.

ARTICLE 5. LAY-OFFS AND RECALL PROCEDURES

SECTION 1. REDUCTION IN WORKFORCE

- A. Whenever, in the judgment of the City Council, a reduction in workforce is necessary for economic or operational reasons, any employee may be laid off. The City will consider layoffs across all

Departments and all bargaining units. However, due to the unpredictable nature of the circumstances that would give rise to this decision, the City has the discretion to reduce the workforce in a manner that best meets its economic and operational needs.

B. Designating Positions for Layoff. The City shall designate the positions for layoff by classification and Department.

C. Order of Layoff. The Order of Layoff within each classification and Department shall be the employees with the least amount of seniority first. Seniority is defined in Article 2, Section 2, for all employees.

In the event of a tie, the City will review the employees' most recent annual performance evaluations. The employee with the lower overall rating on the most recent annual performance evaluation shall be laid off first. If the overall ratings are equal, then the City will go to the next most recent annual performance evaluation. If all the ratings are equal, then the Department Head will have the discretion to designate the employee for layoff after a review of the employees' performance evaluations.

D. Positions that are Exempt from Layoff.

- 1) Positions listed in the GMEA MOU Section 4 of the PREAMBLE shall be exempt from layoffs.
- 2) The following classifications may be exempt from layoffs: Community Service Counselors, Planning Assistants, Associate Engineers, Engineering Technicians and Engineering Aides.

E. Notice to Layoff. Employees to be laid off will be given 15 days' notice of layoff. Notice will begin when the employee designated for layoff is handed a letter or sent an email, by the Human Resources Department, City Manager, or his/her designee notifying him/her that he/she may be laid off fifteen (15) days from the date layoff notice was issued.

SECTION 2. BUMPING RIGHTS

A. Eligibility. An employee who is subject to layoff shall be eligible to exercise bumping rights, unless:

- 1) The employee is on a Performance Improvement Plan at the time of the layoff; or
- 2) The employee has received discipline of suspension or higher within the last two years; or
- 3) The employee is a probationary employee.

C. Positions into Which Employee May Bump. An employee may exercise the right to bump into a lower classification represented by GMEA if:

- 1) He or she has more seniority than the incumbent in the lower classification. If an employee exercises this right, this employee bumps the employee with the least seniority in that lower classification.
- 2) Meets the minimum qualifications for that position. GMEA must be able to provide valid support to document the member bumping has the education, experience, knowledge, qualifications, and proficiency for the position, based on past work experience.

Positions listed in the GMEA MOU Section 4 of the Preamble are exempt from the bumping procedure, and an employee may not exercise his or her right to pump into those positions.

D. Notice to Exercise Bumping Right. An employee who is eligible and wishes to exercise his or her bumping right must do so in writing to the Human Resources Manager within five (5) calendar days of receiving the notice of layoff.

E. Employees who are displaced as a result of this bumping procedure may themselves exercise bumping rights, if they are eligible and in accordance with the procedures above.

SECTION 3. REHIRING OF LAID-OFF WORKERS

A. Recall List. Any employee who is laid off or who bumps into a lower classification shall be placed on a Recall List for a period of two years.

- B. **Order of Recall.** If the City is able to rehire into a position that was previously designated for layoff, the CITY shall rehire those employees who are the Recall List and who previously held the position into which the City is rehiring. The City shall rehire the employee with the most seniority at the time of layoff first.
- C. **Recall Notice.** The City shall send a Recall Notice to employees on the Recall List who are eligible to be rehired. The Recall Notice to an employee who has been laid off shall be made by email to the last known email address of the employee. It is the employee's responsibility to keep the City updated with his or her most current contact information.
- D. **Responding to Recall Notice.** An employee must respond within 10 calendar days receiving the Recall Notice by email in order to be rehired into his or her previously held position. An employee rehired into the position that he or she previously held prior to layoff shall assume the same salary step and seniority that he or she held at the time of layoff.
Failure to respond, unless due to actual illness or accident (the City may require proof of illness or accident), will cause the employee to be removed from the Recall List.
- E. If there are no employees on the Recall List that are eligible to be rehired into a vacant position, then the City will conduct an open recruitment to fill the position.

ARTICLE 6. GRIEVANCE PROCEDURES AND FACT-FINDING

SECTION 1. SCOPE AND LIMITATIONS

- A. **Employee Protection:** Employees shall be assured of freedom from reprisal for using these grievance procedures.
- B. The procedures set forth in this section shall not apply to any matter involving the initiation or renewal of memoranda of understanding, the resolution of impasses or any other matter that is beyond the scope of representation.

SECTION 2. PROCEDURE

A. Employee Responsibility

- 1) In any instance of grievance, the employee or employees concerned shall first make every effort to resolve such grievance with his/her immediate supervisor.
- 2) In the event such efforts as specified above are not productive of a mutually satisfactory solution, the employee aggrieved, or the Steward, may reduce his complaint to writing. Said complaint shall set forth all the facts necessary to the understanding of the issues involved.
- 3) The complaint shall be signed by the employee or the employee and the Steward, and shall be submitted in three (3) copies to the employee's immediate supervisor. The supervisor shall forward all three copies to his department head.

B. Investigation and Fact-Finding

- 1) The department head shall hold a meeting with the aggrieved employee and/or the Steward and the immediate supervisor.
- 2) The department head will make such investigation of the facts and issues as deemed necessary and upon reaching a conclusion, but in any event within five (5) working days of receipt of the grievance statement, the department head shall reply in writing, stating his determination. Three (3) copies of such reply shall be made, one copy of which shall be transmitted to the employee, one to the Steward, and the other one retained by the department head.
- 3) The use of the fact-finding step by GMEA shall be elective and may be bypassed if GMEA desires to do so.

C. Submission of the Complaint to Human Resources Officer

- 1) If the employee wishes to process the grievance further, the employee or the Steward shall, within ten (10) working days of the receipt of the department head's determination, so notify the department head in writing. The department head shall immediately submit to the Human Resources Officer two (2) copies of the original grievance complaint and the department head's determination.
- 2) The Human Resources Officer shall, without delay, arrange a meeting with the GMEA Representative. At such meeting, discussion shall be limited to the issues raised in the grievance complaint, and an earnest effort shall be made to arrive at a satisfactory resolution of the issue.
- 3) Such notes and memoranda as the Human Resources Officer deems required, shall be made of the substance of the issues and conclusions and findings of the meeting.
- 4) The conclusions and findings of this meeting shall be reduced to writing and shall be final, except that in cases which involve the alleged violation of the MOU of Understanding, Personnel Ordinance, Classification Plan, or the Personnel Rules and Regulations, GMEA may, by written notification to the Human Resources Officer, within ten (10) working days, request submission of the issue to an impartial arbitrator who shall ascertain the facts and make a recommendation which shall not be binding on either party.

D. Submission of Complaint to an Arbitrator

- 1) The fees and expenses of the arbitrator shall be borne equally by the parties with the arbitrator selected as follows:
 - a) GMEA may request a panel of five (5) arbitrators from the California State Conciliation and Mediation Service.
 - b) Upon receipt of the names, the first party to strike a name shall be determined by lot; thereafter each party shall alternately strike names until only one (1) name remains; that individual shall be the arbitrator.
- 2) The arbitrator shall determine the facts in a manner mutually agreed upon and shall, within thirty (30) days, submit his or her findings and recommendations to the parties.
- 3) Within ten (10) days of the receipt by the parties of the arbitrator's findings and recommendations, the City Manager shall review the grievance in its entirety and render his determination to GMEA. Should his determination not satisfy the GMEA, the grievance may then be referred to the City Council for final determination in accordance with this Article.

E. Submission of the Complaint to the City Council

- 1.) A complaint which is requested to be submitted to the City Council shall be submitted by the Human Resources Officer at the next regularly scheduled City Council meeting.
- 2.) The decision of the City Council shall be final.

ARTICLE 7. TRANSPORTATION DEPARTMENT EMPLOYEES (GTRANS)

The terms and conditions of this MOU shall apply to full-time employees of the Transportation Department unless other terms and conditions are set forth in this Article as specifically applicable to full-time classifications of the Transportation Department as indicated below.

SECTION 1. COMPENSATION

A. OVERTIME: Employees shall be paid overtime (time and one-half regular hourly rate) in accordance with the "hours worked" provisions of the Fair Labor Standards Act.

- 1) Compensation for training time shall be paid in accordance with the Fair Labor Standards Act. The following situations or time spent by employees in required training is considered to be non-compensable: training which is required for certification of the employee by law of a higher level of government (e.g., where State, County, or Federal law imposes a training obligation on City employees does not constitute compensable hours of work)
- 2) GTrans employees will be paid one-and-one-half (1½) times their straight time hours for all work they perform in excess of eight (8) hours per day or forty (40) hours per week, on a regular run with the exception of spread time, guarantee time, or incidental overtime.

B. TRAINING PAY: On-Deman Operators and Dispatchers will be paid an additional two dollars (\$2.00) per hour during their performance training new and existing On-Demand Operators and Dispatchers in-service.

C. ACCIDENT/INCIDENT REPORT PAY: On-Demand Operators and Dispatchers involved in an accident/incident must submit a completed Accident/Incident Report by the end of the shift. The Accident/Incident Report must be completed prior to leaving the bus yard on the same day of the accident/incident occurred. On-Demand Operators and Dispatchers will be paid for twenty (20) minutes, at time and a half, to timely complete an Accident/Incident Report prior to leaving work. Such payment is subject to the following exceptions: All or a portion of the time completing a report may be calculated at time and a half, depending on the total hours worked. (Report time is added to any work performed. If the total hours worked exceed eight (8) hours in a day for full time On Demand Dispatchers and or 40 hours in a week for part-time On Demand Operators or On-Demand Dispatchers, then any time beyond that threshold will be paid at time-and-a-half.). If a full-time On-Demand Dispatcher is relieved early (before meeting the 8-hour guarantee) due to an accident/incident, then the report time will not result in overtime pay. In the event the Accident/Incident Report is submitted later than the end of the shift in which the accident/incident occurred, then time spent completing the report will not qualify for overtime. The accident/Incident Report should include comprehensive information about the accident/incident, including, but not limited to: date, and time of the accident/incident; exact location of the accident/incident; description of the accident/incident including any photographs or sketches of the scene; the operator's name, address and contact information; the operator's driver's license number; vehicle description information and license plate numbers; and report of any injuries or damages.

SECTION 2. CALL-IN SCHEDULING AND PAY

A. Call-In Procedure

- 1) The call in procedure for leave purposes for all transit employees shall require the employee to call into the primary or other designated telephone line and speak directly to a supervisor on duty.
- 2) If the employee's immediate supervisor is not on duty at the time, any supervisor on duty may accept the call and will report the information to the employee's direct supervisor in accordance with department protocol.
- 3) Employees shall call Dispatch for reporting absence.

SECTION 3. ON-DEMAND DISPATCHERS AND OPERATORS

A. SENIORITY

- 1) Seniority is defined under Article 2, Section 2(C) and shall be accorded appropriate consideration in the assignment of regular runs, commuter runs and, whenever possible, emergency overtime.

B. WORK SCHEDULE

- 1) On-Demand Dispatchers and On-Demand Operators are scheduled on an as needed basis, depending on operational necessity solely determined by the Department.

C. LATE FOR WORK

- 1) On-Demand Operators must report for their assignment at the scheduled time and place, or they will be charged with being late for work or absent, as applicable, unless they notify the On-Demand Dispatcher or leave a message informing the On-Demand Dispatcher or designee, at least two (2) hours before the start of their shift of their inability to report at the scheduled time and place, due to illness or emergency. An emergency shall be defined as emergency medical treatment, hospitalization, vehicle accident involving the employee, civil disturbance, or natural disaster.
- 2) Failure to notify the On-Demand Dispatcher or designee at least two (2) hours before the start of their shift may be grounds for disciplinary action.

D. UNIFORMS

- 1) All On-Demand Dispatchers and On-Demand Operators must report for work in City-approved uniform, together with all necessary equipment required to perform their duties throughout the day.
- 2) The City will purchase uniforms for new On-Demand Operators upon graduation from the training program and On-Demand Dispatchers at the start of training.
- 3) All uniforms purchased by the City must be returned upon separation (termination, resignation, or retirement) from the City. The CITY will furnish the following uniforms:

ON-DEMAND OPERATORS:

- a) Five (5) pairs of trousers;
- b) Six (6) long and/or short-sleeved shirts;
- c) One (1) belt;
- d) One (1) regular or cross bow tie (optional, if requested by employee and available);
- e) One (1) jacket; and
- f) One (1) windbreaker;
- g) One (1) sweater (zip-up) or sweater vest (zip-up);
- h) One (1) cap (optional, if requested by employee and available);
- i) One (1) polo (when available)

ON-DEMAND DISPATCHERS:

- a) Five (5) pairs of trousers;
- b) Six (6) long and/or short-sleeved shirts;
- c) One (1) belt;
- d) One (1) regular or cross bow tie (optional, if requested by employee and available);
- e) One (1) jacket; and
- f) One (1) windbreaker;
- g) One (1) sweater (zip-up) or sweater vest (zip-up);
- h) One (1) cap (optional, if requested by employee and available);
- i) One (1) polo (when available)

- 4) On-Demand Operators and On-Demand Dispatchers will be provided one (1) uniform cleaning per week, or given a cleaning allowance of one-hundred fifty dollars (\$150.00) annually, or \$5.77 bi-weekly. It is at the discretion of the City whether employees will receive a uniform cleaning or a cleaning allowance.
- 5) When an article of uniform is worn out, an On-Demand Operator and On-Demand Dispatcher will turn in the item and will be given an order to purchase an item at a uniform company.

E. SMART CLASS TRAINING

- 1) A transit employee who is required to attend a SMART class (i.e., training program) conducted by the CITY shall be deemed to be on "school time" during such classes and shall be paid at the employee's regular rate of pay for such time.

- J. SIGN-ON PREPARTORY TIME:** Each On-Demand Operator and On-Demand Dispatcher shall be granted an allowance of fifteen (15) minutes report time for the purpose of preparing equipment for pull-out. Preparatory activities to be conducted prior to each pull-out includes checking the Bolt Bulletin Board; receiving clarification from On-Demand Dispatchers on any new procedures or information to the public; conducting a full vehicle pre-trip inspection; make certain two-way radio and other mobile tools are functioning properly. Each On-Demand Operator and Dispatcher must ensure that any defects, mechanical problems, and body damage are marked and explained in the "comment" section of the Driver Vehicle Inspection Report (DVICR). The DVICR should be completely filled-out prior to leaving the yard.

SECTION 4. MEAL AND REST PERIODS FOR ON-DEMAND OPERATORS

All meal and rest periods will be automatically inserted into each On-Demand Operator's schedule for the day by the On-Demand software system to ensure compliance with state labor laws.

ARTICLE 8. PART-TIME EMPLOYEES AND APPRENTICESHIP PROGRAM

The terms and conditions set forth in Article 7 specifically apply to part-time employees. Any provisions not specifically set forth in this Article may be applicable to part-time employees subject to any restrictions and/or limitations as provided in the MOU.

SECTION 1. PART-TIME EMPLOYEE DEFINED

- A.** Any employee who is not guaranteed scheduled work hours of eighty (80) hours per pay period is considered a part-time employee and shall receive benefits as described in this Article.
- B.** Student Workers and Student Interns constitute a unique classification and shall earn NO Sick Leave and or Vacation credit or other fringe benefits.
- C.** Part-time employees shall be hired, scheduled for work and terminated at-will based on the work needs of the Department.

SECTION 2. PART-TIME EMPLOYEE ADVANCEMENT IN PAY RATE

- A.** Each part-time employee as defined in this MOU shall be entitled to receive and shall be paid at the applicable rate or rates of compensation as prescribed for the class in which his/her position is designated in the current Classification and Compensation Plan.
- B.** Advancement of part-time employees from the minimum to the maximum rate of compensation for the respective job classification shall be based on attaining minimum time in service as listed below:
 - 1) The first step, Step 1, is a minimum rate and will normally be the hiring rate for each position within the classification plan.
 - 2) Step 2, upon satisfactory completion of twelve (12) months of service at Step 1 within the classification.
 - 3) Step 3, upon satisfactory completion of twelve (12) months of service at Step 2 within the classification.

- 4) Step 4, upon satisfactory completion of twelve (12) months of service at Step 3 within the classification.
 - 5) Step 5 upon satisfactory completion of twelve (12) months of service at Step 4 within the classification.
 - 6) Step 6 upon satisfactory completion of twelve (12) months of service at Step 5 within the classification.
- C. Seasonal employees shall be considered for rehire at a Step based on total hours of previous service to the City.

SECTION 3. PART-TIME EMPLOYEE OVERTIME

- A. All time worked by a part-time employee in excess of forty (40) hours in a defined workweek shall be compensated at the rate of time-and-one-half (1½) the employee's regular rate of pay.
- 1) All part-time employees hired on or after July 1, 2021 shall not receive daily overtime and shall only be paid overtime for all hours worked in excess of forty (40) hours in a defined workweek.

SECTION 4. HOLIDAY PAY

- A. Part-time employees, other than seasonal, scheduled to work on a City observed holiday shall be paid the rate of time-and-one-half (1½) the employee's base rate of pay for all time actually worked on the holiday.

SECTION 5. PART-TIME EMPLOYEE BILINGUAL PAY

- A. Part-time employees, who provide or are available to provide bilingual assistance, may be eligible to receive Bilingual Bonus Pay. To qualify, a part-time employee must work a minimum of forty (40) hours within a pay period.
- B. Bilingual Bonus Pay shall be in the amount of eleven-dollars and fifty-five cents (\$11.55) for each pay period in which the employee qualifies for the bonus. Effective the first full pay period in July 2026, Bilingual Bonus Pay for Part-time employees shall be fourteen dollars and forty three cents (\$14.43) per pay period, as long as the employee remains eligible for this bonus. Part-time employees must qualify and remain eligible for Bilingual Bonus Pay by following the same testing and certification procedures as full-time employees set forth in Article 2, Section 3(B).

SECTION 6. PART-TIME EMPLOYEE SPECIAL ALLOWANCES

The below subsections apply only to employees who work part-time schedules.

- A. **ACTING PAY** - When making an "Acting Time" assignment, a department head shall consider all eligible employees in determining the assignment. Compensation for "Acting Time" shall be made by official designation by the department head whenever an employee is assigned to work in a higher classification for a period of five (5) consecutive working days or a total of forty (40) consecutive working hours. All assignments for Acting Time shall be pre-authorized by the department head and initiated by the completion of the appropriate Personnel Action Form (PAF) and approved by the Human Resources Officer. Compensation for Acting Time position shall be in an amount equal to five percent (5%) above the employee's regular base pay for all hours actually worked and shall be paid retroactive to the third (3rd) day of Acting in the assigned classification.

B. TOOL PAY

- 1. When the CITY requires in writing that any employee provide his/her own hand tools to perform the duties of his/her position in city service, the employee shall be

compensated for such use payable at the rate of one-thousand two hundred fifty dollars (\$1,250.00) per year, payable annually in January.

2. Employees eligible for Tool Pay shall include Lead Mechanic, Equipment Mechanic, Transit Mechanic, Apprentice Mechanic, and any other employee required to provide his/her own hand tools in writing by the department head or Human Resources Officer.
3. Newly appointed employees in a position eligible for Tool Pay will be paid the annual allowance at time of hire into the position. If the initial payment is received less than six (6) months prior to the regular tool allowance premium date, the employee will not receive the tool allowance until the following regular premium pay date. Should an employee separate from the city within six (6) months of hire, said employee shall reimburse the City half (1/2) of the allowance received.

C. SHOE ALLOWANCE

1. When the CITY requires in writing that any employee wear safety shoes in the performance of city duties, the employee shall be compensated for the purchase of such shoes.
2. Employees eligible for a shoe allowance shall include Apprentice Mechanic, Associate Engineer, Building Maintenance Lead, Custodian, Electrical/Signal Technician, Engineering Aide, Engineering Technician, Equipment Mechanic, Equipment Utility Worker, General Building Inspector, Graffiti Technician, Heavy Equipment Operator, Home Improvement Lead, Home Improvement Maintenance Helper, Lead Mechanic, Maintenance Painter, Park Maintenance Lead, Park Maintenance Worker, Public Works Lead, Right-of-Way Maintenance Worker, Senior Building Maintenance Worker, Senior Maintenance Worker, Senior Transit Utility Specialist, Sewer Maintenance Worker, Street Maintenance Worker, Street Sweeper Operator, Street Traffic Painter, Transit Mechanic, Transit Parts Storeroom Coordinator and any other employee required to wear safety shoes in writing by the department head or Human Resources Officer.
3. The shoe allowance is paid for the purchase and use of safety shoes for city related work. The employee shall be responsible for purchasing and maintaining such safety shoes at or above the minimum standards set by the CITY. Failure to wear safety shoes as required shall result in disciplinary action. Wearing of such safety shoes purchased with the CITY shoe allowance shall be limited to CITY work hours.
4. Effective July 2025, the annual shoe allowance shall be two-hundred fifty (\$250.00) dollars payable the first pay period of each calendar year. If necessity warrants, an allowance for a second pair of shoes may be requested by the employee. With the pre-authorization of the department head and upon submission of a receipt verifying the purchase of the second pair of safety shoes, the employee may be reimbursed up to an additional two-hundred fifty (\$250.00) dollars in any one fiscal year.
5. Newly appointed employees in a position eligible for shoe allowance will be paid the annual allowance at the time of hire into the position. If the initial payment is received less than six (6) months prior to the regular shoe allowance payment date, the employee will not receive an allowance until the regular payment date of the following year.
6. If an employee separates within six (6) months of receiving the annual shoe allowance, the employee will be required to reimburse the CITY for half of the allowance received.

D. BOOT ALLOWANCE

1. When the CITY requires in writing that any employee wear safety boots in the performance of city duties, the employee shall be compensated for the purchase of such boots.

2. Employees eligible for a boot allowance shall include Police Records Technician I/II, Police Service Officer, Police Service Technician, Code Enforcement Officer, Community Service Officer, Police Assistant, and any other employee required to wear safety shoes in writing by the department head or Human Resources Officer.
3. The boot allowance is paid for the purchase and use of safety boots for city-related work. The employee shall be responsible for purchasing and maintaining such safety boots at or above the minimum standards set by the CITY. Failure to wear safety boots as required shall result in disciplinary action. Wearing of such safety boots purchased with the CITY boot allowance shall be limited to CITY work hours.
4. Effective July 2025, the annual boot allowance shall be one-hundred twenty-five (\$125.00) dollars payable the first pay period of each calendar year. If necessity warrants, an allowance for a second pair of boots may be requested by the employee. With the pre-authorization of the department head and upon submittal of a receipt verifying the purchase of the second pair of safety boots, the employee may be reimbursed up to an additional one-hundred twenty-five (\$125.00) dollars in any one fiscal year.
5. Newly appointed employees in positions eligible for a boot allowance will be paid the annual allowance at the time of hire into the position. If the initial payment is received less than six (6) months prior to the regular boot allowance payment date, the employee will not receive an allowance until the regular payment date of the following year.
6. If an employee separates within six (6) months of receiving the annual boot allowance, the employee will be required to reimburse the CITY for half of the allowance received.

E. UNIFORMS

It shall be the policy of the City Council to determine which classification of employees shall be required to wear a city uniform in the course of their employment with the CITY. If a classification of employee is required to wear a city uniform, the CITY shall provide the uniforms to or pay a uniform allowance to those employees required to wear such uniforms. It shall be the employee's responsibility to wear such uniform in the manner in which it is prescribed and shall not wear such uniform except in the course of performing work for the city. Failure to wear such uniform as prescribed shall be cause for disciplinary action.

1. The CITY shall provide and maintain uniforms to employees assigned to the following work assignments accordingly:
 - a. Employees eligible for uniforms shall include, but shall not be limited to, Custodians, Building Maintenance, street crews, tree crews, parks crews, sewer crews, right-of-way crews, Equipment and Transit Mechanics, Equipment Utility Workers, and Senior Transit Utility Specialist.
 - b. The CITY will report to CalPERS the monetary value for providing and maintaining the employee's required uniforms. The City will report the uniform allowance on a bi-weekly basis to CalPERS on each City scheduled pay period earned. The uniform allowance amount reported to CalPERS will derive from the prior year's invoices for providing and maintaining employee's uniforms, not to exceed two-hundred and sixty dollars (\$260.00) per year per employee. Effective July 2026, the reported amount shall increase to a maximum of three-hundred twenty-five dollars (\$325.00) Uniform allowance or the value of maintaining the uniform is only reportable for Classic CalPERS members, to the extent permitted by CalPERS.
 - c. Employees of the Police Department classified as Police Technicians or in other position title that may be established, ***who are required to wear uniforms***, shall be entitled to a uniform allowance of eleven dollars and fifty-four cents (\$11.54) bi-weekly and included in each affected employee's regular paycheck. Effective the first full pay period

in July 2026, the uniform allowance will increase to fourteen dollars and forty-three cents (\$14.43) bi-weekly.

- i. The Police Chief shall certify in writing to the Human Resources Officer the various members of the department entitled to such status. Once reported, the employee shall continue to receive such payment until the Police Chief reports in writing to the Human Resources Officer that the employee is no longer entitled to such allowance.

SECTION 7. PART-TIME EMPLOYEE BENEFITS

A. SICK LEAVE AND VACATION LEAVE

- 1) Sick Leave Accruals: Part-time employees shall be credited with forty (40) hours of sick leave upon date of hire and the start of every calendar year thereafter. Sick leave credited on an annual basis shall be forfeited at the end of each year and shall not be subject to cash out. Upon ten (10) months after the annual credit of sick leave, part-time employees shall accrue four (4) hours sick leave per month if the total hours actually worked are at least sixty (60) hours for each pay period in the month.
- 2) Vacation Accruals: Part-time employees shall accrue four (4) hours vacation leave per month if the total hours actually worked are at least sixty (60) hours for each pay period in the month.
- 3) With the exception of crediting sick leave on the date of hire, employees credited with less than sixty hours (60) per pay period shall earn NO Vacation and/or Sick Leave credit for such period.
- 4) When on leave, a Part Time On-Demand Operator will receive pay at a flat rate of 6.5 hours in lieu of calculating the Average Work Day (AWD), assuming the employee has enough leave accruals for use at the time the leave takes place. For all other Part-Time employees on leave, the City will use a six-month look-back period to calculate average hours worked, in order to determine applicable leave time to be used.

B. RETIREMENT BENEFITS

- 1) Part-time employees represented by GMEA shall be enrolled in the Public Agency Retirement System (PARS) upon date of hire unless the employee was previously enrolled in the California Public Employees' Retirement System (CalPERS). Employee contributions to PARS shall be paid through payroll deduction and the contribution rate shall be set by PARS. Upon completing one-thousand (1,000) work hours, the employee will be enrolled in CalPERS at the appropriate tier and subject to the contribution provisions set forth in Article 4, Section 2 of this MOU.

C. HEALTH INSURANCE BENEFITS

- 1) The City shall provide a comprehensive health benefit plan at cost to the employee upon eligibility. A part-time employee becomes eligible for health insurance if the employee worked an average of thirty (30) hours or more per week over the last twelve (12) months of service, upon review.

D. EXEMPTIONS FROM OTHER BENEFITS

- 1) Part-time employees shall be exempted from all other benefits provided by the CITY except as specifically stated in this section or required by law.

SECTION 8. APPRENTICESHIP PROGRAM FOR MECHANICS

- A. GMEA and the CITY have jointly agreed to establish an internship program for Transit Mechanics and Equipment Mechanics in order to train and qualify mechanics for future full-time employment.

- B. The qualifications and procedures for the Apprenticeship Program have been mutually agreed upon by GMEA and the CITY. Should the CITY desire to amend the program as initially designed and agreed to, the CITY shall meet and confer with GMEA prior to implementing any changes.
- C. Individuals classified as an “apprentice” shall be paid in accordance with Steps 1-3 of salary schedule 39 unless amended hereafter by the City.

ARTICLE 9. MISCELLANEOUS

SECTION 1. MINIMUM QUALIFICATIONS: CLASS A OR B COMMERCIAL DRIVER’S LICENSE

- A. City employees who are required to maintain a Class A, Class B, or Class C Commercial Driver’s License as part of the minimum qualifications of their classification will have ninety (90) calendar days to renew their license from the date of expiration. Failure to renew within the ninety (90) day period will result in employment separation. If an employee cannot renew their license due to a serious medical condition, the City will toll the ninety (90) day period until all protected leave and reasonable accommodation process have been exhausted.

SECTION 2. PENDING POST-ACCIDENT DRUG TEST RESULTS

- A. Employees who are required to submit to a drug and alcohol test following a preventable or non-preventable accident shall be compensated for their scheduled work hours, or the average workday of a part-time employee, during such time that test results are pending a final disposition. This provision shall be applicable to post-accident testing under either the authority of the Federal Transportation Agency (FTA), Federal Motor Carrier Safety Administration (FMCSA), or the City’s Anti-Drug and Alcohol Abuse Policy.

SECTION 3. DISTRACTED DRIVING POLICY – See Exhibit “B”

SECTION 4. TIME-OFF FOR GMEA REPRESENTATIVES

- A. The following activities shall be considered Association activities and shall be subject to the release time provisions set forth below: investigating potential or existing grievances, or otherwise enforcing a collective bargaining agreement or memorandum of understanding; meeting and conferring with representatives of the public employer on matters within the scope of representation; testifying or appearing as the designated representative of the exclusive representative in conferences, hearings or other proceedings before the Public Employment Relations Board or civil court in matters relating to a charge filed by the exclusive representative against the public employer or by the public employer against the exclusive representative; testifying or appearing as the designated representative of the exclusive representative in matters before the governing body of the public employer or an arbitrator or hearing officer; and serving as a representative of the exclusive representative for new employee orientation.
- B. GMEA shall annually provide to the Human Resources Officer in writing a list of GMEA officers and stewards and shall as necessary notify the Human Resources Officer of any changes therein. GMEA representatives shall be given reasonable time off with no loss of pay when attending Association activities, as determined by the Human Resources Officer, and as defined above. With the exception of attending labor negotiations or attending GMEA board meetings, the City limits only one (1) GMEA representative (shop steward) to attend meetings related to employee representation matters in addition to the GMEA President (or his/her designee) and GMEA Business Representative. When meetings regarding employee representation matters are held during the GMEA representative’s scheduled work hours, release time will be provided for the representative. If such, meetings, as described above, are held during the bargaining unit representatives work hours, the representative shall be compensated for the time spent at the

meeting with no loss of pay. Meetings held at times outside of the representative's regular work shift or outside of his/her scheduled split work shift are not compensable. However, if an association meeting is scheduled during a regular split shift of a GMEA Board member, the additional for the split will still be paid.

- C. Release time from regular work duties for GMEA business shall be pre-approved by the employee's supervisor and whenever possible shall be requested by the employee at least forty-eight (48) hours in advance so as to allow the department to make any necessary adjustments for work coverage. The CITY shall not unreasonably withhold such release time, and GMEA and its representatives shall make every effort to schedule regular meetings and all GMEA business at a time and place that is least disruptive to CITY operations. Furthermore, employees who do not return to work at the end of each authorized release time shall not be compensated for the additional time off.
- D. With the prior consent of the employee's supervisor, duly authorized representatives of GMEA shall have the right to contact employees at work, with respect to interpretation or application of this MOU, the Gardena Municipal Code, Personnel Rules and Regulations, or the Salary and Compensation Plan, it being understood and agreed that such contacts shall be limited to grievance handling and shall not include solicitation of GMEA membership, collection of dues, or conduct of GMEA business. It is further agreed that such contact shall not interfere with work in progress or in any way disrupt normal city operations.
- E. The CITY shall make available at least one time per month a meeting room with telephone for the use of the GMEA representatives for the purpose of maintaining liaison with its membership.
- F. GMEA shall notify the Human Resources Officer in writing at least fourteen (14) days in advance of the scheduled meeting date, time and location for the conduct of regular GMEA business. The Human Resources Officer shall then notify department heads of the time and location of such meeting so that employees may be released from normal work assignments to attend said meeting.

SECTION 5. COMMUNICATIONS FOR GMEA BUSINESS

The CITY will establish a computer use policy that will allow the appropriate use of the e-mail system for GMEA business communication, similar to telephone and mail systems. The CITY and GMEA agree to meet and confer to discuss any changes to said policy.

SECTION 6. LABOR-MANAGEMENT MEETINGS

The CITY and GMEA agree to a Labor-Management meeting process to discuss any and all issues confronting either side. Either party may request such meeting. The involved department head and/or other pertinent management personnel will attend such meetings along with the GMEA Board or its designated representative.

SECTION 7. CITY RIGHTS

- A. Except to the extent expressly abridged by a specific provision of this MOU, the City's Personnel Rules and Regulations, the Classification and Compensation Plan, and the Gardena Municipal Code, and other applicable legislation, the CITY reserves and retains, solely and exclusively, all of its inherent rights to manage its operations, as such rights existed prior to the execution of this or any previous MOU or agreement with GMEA or any other union or association.
- B. Without limiting the generality of the foregoing, the sole and exclusive rights of the CITY which are not abridged by this MOU include, but are not confined to, the right to determine the mission of its constituent departments, commissions, and boards; set standards of service; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods,

means and personnel by which government operations are to be conducted; contract out any such operations, services, or work; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

- C. The CITY has the legal obligation to insure the health, welfare and safety of its citizens, which necessitates the prompt and uninterrupted continuation of its functions. Thus, city officials have the right to exercise the administrative initiative necessary to carry out these responsibilities

SECTION 8. FINANCIAL IMPACT

In recognition of mutual benefit and interest, the CITY and GMEA agree to meet and confer if any condition arises that substantially impacts the City's continued financial stability and to work together to ensure the continuous delivery of quality public services while protecting employee salaries and benefits to the highest degree possible.

SECTION 9. NON-DISCRIMINATION

No employee shall be discriminated against for exercising his or her rights as enumerated in this MOU, the City's Personnel Rules and Regulations, or other applicable policies, rules and regulations.

SECTION 10. NO STRIKE - NO LOCKOUT

- A. GMEA agrees that there will be no strike, stoppage, slowdown, "sick-in," sit down, refusal to perform work, or other interference with operations, nor any picketing or refusal to enter upon the City's premises, on any account, or in connection with any grievance or dispute and the CITY agrees that it will engage in no lockouts during the term of this MOU.
- B. The foregoing undertaking of GMEA is binding upon its officers, agents, stewards, committee members, and other representatives, who are obligated not to cause or condone any of the prohibited activity and who are obligated to take affirmative steps to prevent or halt any such activity on the part of any employee. Failure of any such representative who is an employee to carry out his obligation shall subject him to dismissal or other disciplinary action on that account. Participation by any other employee in any of the prohibited activity will be just cause for dismissal or other disciplinary action.

SECTION 11. CONFLICT OF MOU AND RESOLUTION

- A. It is understood and agreed that there exists within the City, in written form, certain personnel rules, policies, practices and benefits, generally contained in the City's Personnel Rules and Regulations, which will continue in effect, except as modified herein with respect to the employees covered by this MOU.
- B. In the event of proposed changes to the City's Personnel Rules and Regulations, GMEA shall be advised, for the purpose of enabling the CITY and GMEA to meet and confer as soon as possible with respect to any such proposed changes. The CITY shall afford GMEA's views due consideration but shall not be obligated to conform to such views in effecting such changes.

SECTION 12. VALIDITY OF MOU

- A. Should any portion of this MOU or any provision herein contained be rendered or declared invalid by reason of any existing or subsequent enacted legislation or by any decree of a court of competent jurisdiction, such invalidation or such portion of this MOU shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.
- B. The parties hereto mutually agree, during the term of this MOU, not to seek to meet and confer for the purpose of modifying any provision contained in this MOU unless the parties mutually agree in writing to do so. Should the parties agree to meet and confer during the term of this MOU, neither party shall be obliged to add to, subtract from, or otherwise modify the terms herein, but if it is the desire of both parties to institute such changes, such changes shall not be precluded by this or any other provision of this MOU.
- C. Nothing contained in this MOU shall be interpreted to preclude the parties from meeting and conferring during the term hereof with respect to the interpretation and/or application of the provisions of this MOU, the City's Personnel Rules and Regulations, Classification and Compensation Plan or the provisions of the Gardena Municipal Code which deal with personnel matters, insofar as these documents affect the members of GMEA.

SECTION 13. TERM OF MOU AND RE-OPENERS

- A. The term of this MOU shall be for the period of July 1, 2025 to June 30, 2029.

SECTION 14. OTHER ITEMS

- A. Other issues within the scope of bargaining, including, but not limited to, determination of appropriate survey cities, merit increases and incentive options, leave schedules, salary surveys, retirement options and other benefits shall be negotiated separate from the terms of this MOU.
- B. Should the parties subsequently agree to additional language changes on any matter that will further future negotiations, such language shall be adopted as an addendum to the ratified MOU and incorporated into the MOU at the appropriate time.
- C. Such addendum shall be subject to ratification of GMEA members and the approval of the City Council of the City of Gardena and shall be implemented upon such approval.

SECTION 15. BINDING UPON SUCCESSORS

- A. This MOU shall be binding upon any other employee organization or union that, during the term of this MOU, succeeds GMEA as the recognized employee organization to represent the employees covered by this MOU.

SECTION 16. DUES DEDUCTIONS

- A. GMEA will provide the CITY with notice of GMEA members who have provided written authorization for payroll dues deductions to GMEA. The CITY agrees to deduct from the net amount due each pay day the monthly dues of each employee in the list. If there are any changes to the list, GMEA will provide the CITY with an updated list. B. GMEA shall indemnify, defend and hold the City harmless from any and all claims, demands, or suits, or other action arising from the organizational security provisions contained herein, including, claims for deductions made in reliance on GMEA's representations and certifications regarding valid written employee dues deduction authorizations.

ARTICLE 10. IMPLEMENTATION

SECTION 1. ADOPTION OF RESOLUTION

Following approval of this MOU by the City Council, its terms and conditions shall be implemented by appropriate resolution or other lawful action.

RESTATED AND EXECUTED by and between the parties on the 26th day of May 2026, at Gardena, California.

CITY OF GARDENA

**GARDENA MUNICIPAL
EMPLOYEES ASSOCIATION**

By: Tasha Cerda, Mayor
TASHA CERDA, Mayor

By: Fred Quiel
FRED G. QUIEL, GMEA Business Representative

By: Jeremy Bastian
JEREMY BASTIAN, GMEA President

ATTESTED:

APPROVED AS TO FORM:

By: Mina Semenza
MINA SEMENZA, City Clerk

By: Carmen Vasquez
CARMEN VASQUEZ, City Attorney

EXHIBIT "A"

SENIOR PAY BONUS - MONTHLY RATES

	* 5 - 9 *	* 10 - 14 *	* 15 - 19 *	* 20 - 24 *	* 25 - 29 *	* 30-34 *	* 35-39 *	* 40+*
A	65.00	145.00	245.00	345.00	445.00	545.00	645.00	745.00
B	67.00	147.00	247.00	347.00	447.00	547.00	647.00	747.00
C	69.00	149.00	249.00	349.00	449.00	549.00	649.00	749.00
D	71.00	151.00	251.00	351.00	451.00	551.00	651.00	751.00
E	73.00	153.00	253.00	353.00	453.00	553.00	653.00	753.00
F	75.00	155.00	255.00	355.00	455.00	555.00	655.00	755.00
G	77.00	157.00	257.00	357.00	457.00	557.00	657.00	757.00
H	79.00	159.00	259.00	359.00	459.00	559.00	659.00	759.00
I	81.00	161.00	261.00	361.00	461.00	561.00	661.00	761.00
J	83.00	163.00	263.00	363.00	463.00	563.00	663.00	763.00
K	85.00	165.00	265.00	365.00	465.00	565.00	665.00	765.00
L	87.00	167.00	267.00	367.00	467.00	567.00	667.00	767.00
M	89.00	169.00	269.00	369.00	469.00	569.00	669.00	769.00
N	91.00	171.00	271.00	371.00	471.00	571.00	671.00	771.00
O	93.00	173.00	273.00	373.00	473.00	573.00	673.00	773.00
P	95.00	175.00	275.00	375.00	475.00	575.00	675.00	775.00
Q	97.00	177.00	277.00	377.00	477.00	577.00	677.00	777.00
R	101.00	201.00	301.00	401.00	501.00	601.00	701.00	801.00
S	103.00	203.00	303.00	403.00	503.00	603.00	703.00	803.00
T	106.00	206.00	306.00	436.00	536.00	636.00	736.00	836.00
U	108.00	223.00	338.00	458.00	578.00	703.00	803.00	903.00
V	110.00	225.00	340.00	460.00	580.00	705.00	805.00	905.00
W	112.00	227.00	342.00	462.00	582.00	707.00	807.00	907.00
X	114.00	234.00	354.00	474.00	594.00	719.00	819.00	919.00
Y	116.00	236.00	356.00	476.00	596.00	721.00	821.00	921.00
Z	118.00	238.00	358.00	538.00	620.00	722.00	822.00	922.00

EXHIBIT “B”
Revised 6/15/21

DISTRACTED DRIVING POLICY

1. PURPOSE

To establish a policy to ensure a safe environment for employees and the public while operating City-owned vehicles and equipment. This policy sets forth the City of Gardena’s rules and limitations on the use of electronic devices while operating a vehicle or equipment.

2. APPLICABILITY

This policy applies to all Gardena Municipal Employees Association classifications.

3. DEFINITIONS

- a. **Electronic Device** – For the purpose of this policy, an electronic device is any device that makes or receives phone calls, leaves messages, sends, or receives text messages, e.g., SMS/MMS/iMessage or similar yet to be developed technology or alerts, accesses the internet, receives or sends a global positioning system (GPS) signal, allows for uploads or downloads of data, text or images, or requires any user action to operate. These include but are not limited to mobile cellular phones, tablets, laptops, global positioning systems (GPS), gaming devices, electronic book devices, MP3 players, televisions, radios, video players, smart watches or other wearable interactive devices, as well as any similar or future devices known by different names, whether or not the device is company issued.

Use of an electronic device includes, but is not limited to: viewing or listening to any media; playing any games; checking the time or notifications; communicating with another person or another device, such as phone calls, text messages or emails; accessing the internet; using any software applications; taking pictures or videos; recording audio, or any other interaction with a device not listed above.

- b. **Distracted Driving** – For the purpose of this policy, distracted driving means any driving activity a person engages in while using an electronic device when operating a motor vehicle and equipment. Such activities have the potential to distract the person from the primary task of driving and increase the risk of crashing and injury to self, others and City property and vehicles.
- c. **Passenger-Vehicle** – A vehicle that is available to the general public and there is a reasonable expectation of carrying passengers that directly pay fares. Passenger vehicles also include vehicles operated in ‘free fare’ service and vehicles that are intended to transport relief employees to and from a vehicle. Examples of passenger vehicles include, but are not limited to; bus, paratransit vehicles, relief vehicles, passenger vans and any other vehicles used by departments to transport public passengers.
- d. **Non-Passenger Vehicle** – A vehicle that assists in maintenance construction, inspection or other functions that support the operations of the City. They are not intended to transport

public passengers but may do so in certain special circumstances such as emergencies and abnormal operating conditions. Examples of non-passenger vehicles include, but are not limited to, administrative vehicles, forklifts, golf carts, street sweepers, tractors, and other maintenance vehicles. Non-passenger vehicles transporting public passengers for any reason must adhere to the passenger vehicle restrictions.

- e. **Hands-Free Device** – An attachment, add-on, built-in feature or addition to an electronic device that, when used, allows for the free use of hands for other actions. This includes a hands-free device that requires the use of hands to initiate or terminate a telephone call or to turn the device on or off. Examples include, but are not limited to, Bluetooth devices, headsets (wired or wireless), and speakerphones. These devices can be installed or portable. A smart watch or other wearable interactive devices are **not** considered a hands-free device.

4. POLICIES AND PROCEDURES

a. No Use of Electronic Devices While Operating Passenger Vehicles

- i. Bus Operators, Transit Mechanics, Sr. Transit Utility Specialist, and Transit Equipment Utility Workers I and II are prohibited from using or interacting with an electronic device while operating a passenger vehicle.
- ii. Bus Operators, Transit Mechanics, Sr. Transit Utility Specialist, Transit Equipment Utility Workers I and II may use an electronic device only after the vehicle has been properly stopped and secured and only in one of the following conditions:
 - 1. while they are on break;
 - 2. when they reach the end of the line;
 - 3. while stationary on a Stage bus;
 - 4. while waiting to be relieved by a relief Operator; or
 - 5. while waiting for assistance as a result of a mechanical breakdown, or accident.
 - 6. while in “Out of Service” as dictated by the Operators paddle or authorized by a Supervisor.

b. Limited Use of Electronic Devices While Operating Non-Passenger Vehicles

- i. Employees are prohibited from using an electronic device while operating a non-passenger vehicle, except in the following circumstances:
 - 1. Employees may use a hands-free device while operating a non-passenger vehicle.
 - 2. GPS units in non-passenger vehicles are permitted. However, physical interaction with the device is only permitted while the vehicle is stopped and secured. Directions or other options on a GPS must be submitted prior to operating the vehicle.

3. Use of one-way radios or monitoring installed AM/FM radios or similar devices are permitted in non-passenger vehicles, as long as the volume and interaction is kept at a minimum to avoid distraction.
4. Employees operating portable or mobile City-issued two-way radio equipment (e.g., walkie-talkie, bus or car radios) are permitted to use and must be used in safe manner at all times.
5. While operating a non-passenger vehicle, employees may use an electronic device while they are on a break, or stopped for City business, but only after the vehicle has been properly stopped and secured. Once the break, or before the vehicle is put in motion again, the employee must put the electronic device away.

c. Use of Electronic Devices in Emergency Circumstances

- i. Pursuant to the California Vehicle Code, employees may use a cell phone (without a hands-free device) while driving in the course and scope of their employment with the City for emergency purposes, including, but not limited to, an emergency call to a law enforcement agency, health care provider, fire department, or other emergency services agency or entity. In case of an emergency, the employee will attempt to make sure the vehicle is secured as soon as practicable.
- ii. In case of an emergency where on-board communication equipment is inoperable on a passenger vehicle, the employee may use electronic device to contact emergency services once the vehicle has been stopped and secured in a safe location.

5. Enforcement

Anytime the City receives a complaint, suspects a violation, or observes an employee violating this policy, the City may seek to verify the action by requesting the employee provide information from their personal electronic devices for the time frame in question.

6. Discipline (excluding at-will employees)

- a. The first violation of this policy while operating a passenger vehicle will result in discipline up to a seven-day suspension without pay or, at the City's discretion, a reduction in pay equivalent to the suspension. A reduction in pay will be administered over a maximum of 3 months.
 - i. Any post-disciplinary appeal of a suspension up to seven days, or the equivalent reduction in pay, as described above will be heard by the Human Resources Officer in accordance with Section 16.6(a) of the City's Personnel Rules and Regulations.
 - ii. The City is not precluded from seeking greater discipline, up to and including termination, if the employee violates other City policies and procedures. If greater

discipline is imposed, then any post-disciplinary appeal will be heard in accordance with Section 16.6(b) of the City's Personnel Rules and Regulations.

- b. The second violation of this policy while operating a passenger vehicle within seven years of the first violation will result in termination.
- c. Violation of this policy while operating a non-passenger vehicle may result in discipline.
- d. When administering discipline under this policy, supervisors and managers must comply with the procedural requirements for imposing discipline under the applicable collective bargaining agreement for represented employees.

EXHIBIT "C"

AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATION PROGRAM
Revised April 2026

I. PURPOSE

The Automotive Service Excellence (ASE) Certification Program is a program implemented to enhance and measure the knowledge and skills of individual mechanics and technicians. ASE offers computer-based testing at various dates and locations throughout the year. Upon passing a test and having two years of hands-on working experience, mechanics and technicians are credited with an ASE certificate. Mechanics and technicians who pass the prescribed exams in a specialty area earn an ASE Master Technician status. Certificates are valid for two, four, or five years depending on certification type and level.

II. ORGANIZATIONAL UNITS AFFECTED

This policy applies to represented City of Gardena employees who fall into the following job classifications: Transit Equipment Mechanic, Equipment Mechanic, Lead Mechanic, Lead Equipment Mechanic, Mechanic I, and Mechanic II ONLY.

III. POLICY

The City of Gardena offers skill differential pay to ASE Certified employees.

IV. DEFINITIONS

Not applicable.

V. PROCEDURE

A. Recognized ASE tests for applicable employees in the ASE Certification Program

1. Transit Bus Certification (H1 – H8)

- a. H1: CNG Engines
- b. H2: Diesel Engines
- c. H3: Drive Train
- d. H4: Brakes
- e. H5: Suspension and Steering
- f. H6: Electrical/Electronic Systems
- g. H7: Heating, Ventilation and Air Conditioning (HVAC)
- h. H8: Preventive Maintenance Inspection (PMI)

2. Electronic Diesel Engine Diagnosis Specialist

- a. L2: Electronic Diesel Engine Diagnosis Specialist.

3. Automobile & Light Truck Certification Tests (A1 – A8)

- a. A1: Engine Repair
- b. A2: Automatic Transmission/Transaxle
- c. A3: Manual Drive Train & Axles
- d. A4: Suspension & Steering
- e. A5: Brakes
- f. A6: Electrical/Electronic Systems
- g. A7: Heating & Air Conditioning
- h. A8: Engine Performance

4. Advanced Engine Performance Specialist

- a. L1: Advanced Engine Performance Specialist

5. Medium-Heavy Truck Certification Tests (T1-T8)

- a. T1: Gasoline Engines
- b. T2: Diesel Engines
- c. T3: Drive Train
- d. T4: Brakes
- e. T5: Suspension and Steering
- f. T6: Electrical/Electric Systems
- g. T7: Heating, Ventilation and Air Conditioning (HVAC)
- h. T8: Preventative Maintenance Inspection

B. Program Guidelines

1. ASE tests may be taken in any order, except for ASE Certifications L1 and L2. In order to receive skill differential, pay for ASE Certifications L1 or L2 ASE Master Technician status must be active.
2. Effective July 1, 2025, to receive hourly skill differential pay, City of Gardena will recognize the following ASE Certifications Series for Lead Mechanic, Transit Equipment Mechanic, Equipment Mechanic, Mechanic I and Mechanic II.
 - ASE Certifications can be mixed matched, (i.e., 4 Transit certs and 4 Equipment certs or any other combination).
3. ASE certification will be treated as an hourly skill differential pay and will be in addition to the base pay thus applying to hours worked and not worked (example: vacation, personal holidays and sick).
4. There will be a 30-day grace period for renewal upon expiration of each test.
5. Failure to provide updated certification information will result in the loss of ASE skill differential pay after the 30-day grace period according to test/certification expiration.
6. No retroactive skill differential pay will be paid for lapse in test certification updates or failure to notify Manager of successfully passing a test or achieving a certification. (Notification must be in writing).
7. Employee will only receive ASE skill differential pay for the following recognized ASE Certifications Series: Transit Bus Certification, Medium-Heavy Truck Certification Tests, and Automobile & Light Truck Certification Tests.

- 8. Certification pay shall begin the first pay period following the time the submittals are turned in.
- 9. The City of Gardena will make every effort to honor request(s) from employees for time off to take ASE test(s). Employee(s) must use their own leave accruals to take time off to take tests.
- 10. The City of Gardena will maintain recognized ASE Series Study Guides available to employees. ASE Study Guides and practice test are available on the National Institute for Automotive Service Excellence website.

C. Recognized ASE Hourly Skill Differential Pay Scale

1. Transit Bus Certification Tests:

a. H1: CNG Engines	\$0.25
b. H2: Diesel Engines	\$0.25
c. H3: Drive Train	\$0.25
d. H4: Brakes	\$0.25
e. H5: Suspension and Steering	\$0.25
f. H6: Electrical/Electronic Systems	\$0.25
g. H7: Heating, Ventilation and Air Conditioning (HVAC)	\$0.25
h. H8: Preventive Maintenance Inspection (PMI)	\$0.25
i. L2: Electronic Diesel Engine Diagnosis Specialist.	\$1.00

2. Automobile & Light Truck Certification Tests:

a. A1: Engine Repair	\$0.25
b. A2: Automatic Transmission/Transaxle	\$0.25
c. A3: Manual Drive Train & Axles	\$0.25
d. A4: Suspension & Steering	\$0.25
e. A5: Brakes	\$0.25
f. A6: Electrical/Electronic Systems	\$0.25
g. A7: Heating & Air Conditioning	\$0.25
h. A8: Engine Performance	\$0.25
i. L1: Advanced Engine Performance Specialist	\$1.00

3. Medium-Heavy Truck Certification Tests (T1-T8)

a. T1: Gasoline Engines	\$0.25
b. T2: Diesel Engines	\$0.25
c. T3: Drive Train	\$0.25
d. T4: Brakes	\$0.25
e. T5: Suspension and Steering	\$0.25
f. T6: Electrical/Electric Systems	\$0.25
g. T7: Heating, Ventilation and Air Conditioning (HVAC)	\$0.25
h. T8: Preventative Maintenance Inspection	\$0.25

- 4. The above represents a total of three dollars (\$3.00) that an employee could receive per hour upon successful completion of the recognized ASE Certification Tests. For clarity

purposes, no one employee can receive more than \$3.00 total, regardless of how many tests they pass.

D. Guidelines for Reimbursement of Registration, Test Fees, and Study Guide.

1. All employees may be reimbursed for educational expenses in accordance with Article 4, Section 1 of the GMEA labor agreement.
2. In an effort to promote the enhancement of knowledge of maintenance employees, City of Gardena will ONLY reimburse registration and test fees for any Transit Equipment Mechanic, Equipment Mechanic, Mechanic I, Mechanic II, or Lead Mechanic who has successfully passed tests in the ASE sections listed above (Transit Bus Certification, Medium-Heavy Truck Certification Tests, and Automobile & Light Truck Certification Tests).
3. New hires must pass probation before qualifying for skill differential pay.
4. Employees are required to submit an Educational Reimbursement Pre-Approval Form before taking the course. Once the employee has obtained the certification the employee must submit an Educational Reimbursement Request Form and a copy of the ASE Certification or letter of notification of passing.
5. Employees will be responsible for recertification and use the same Educational Reimbursement Pre-Approval Form to submit updated information and Educational Reimbursement Request Form as well as the ASE Certification or letter of notification of passing the recertification.
6. A copy of ASE certificate or letter of notification of passing must be submitted with the Educational Reimbursement Request Form and all reimbursements receipts.
7. All employees will give the City of Gardena access to their myASE Account.

E. Responsibilities

1. The Manager or designee will coordinate the administration of the ASE Certification Program. Manager will verify the validity of certificates or letters of notification of passing then approve and process employees' ASE submittals. A database of ASE certified employees will be maintained, and employee reimbursements will be tracked.

VI. EXCEPTIONS

Not applicable.

VII. PROVISIONS AND CONDITIONS

ASE certification courses are subject to change at City Managements' full discretion.