

**AMENDMENT NO. 1 TO CONTRACT NO. 3084 -  
TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF SOUTH GATE AND  
THE SOUTH GATE MUNICIPAL EMPLOYEES ASSOCIATION**

This Amendment No. 1 to the 2014-15 Memorandum of Understanding ("Amendment") is dated February 9, 2016, by and between the City of South Gate and the South Gate Municipal Employees Association.

**RECITALS**

A. The City of South Gate ("City") has and continues to recognize the South Gate Municipal Employees Association, ("the Association" or "MEA"), represented by the Service Employees International Union Local 721, ("Union"), as the duly recognized employee organization for its members employed by the City of South Gate in an employee group defined by Resolution No. 4508 (Employer-Employee Relations Resolution) (8.2.5) of the City Council of South Gate as "All Municipal Employees of the City" assigned to the "500" Series salary range.

B. The City and MEA previously entered into a Memorandum of Understanding ("MOU"), dated January 13, 2015, for the period July 1, 2014 through June 30, 2015, which set forth the wages, hours and other conditions of employment for employees in the South Gate Municipal Employees Association, represented by the Service Employees International Union Local 721 ("Union").

C. The most current MOU between the City and the MEA expired on June 30, 2015.

D. The City's Representatives and the Union have successfully met and conferred in good faith to negotiate this Amendment to the current MOU pursuant to both the Meyers-Milias-Brown Act ("MMBA") (Government Code Sections 3500-3511) and the City's Employer-Employee Relations Resolution ("Resolution No. 4508"), and have jointly prepared and executed this Amendment.

E. The City and the Union desire to amend the current MOU as provided herein.

## AGREEMENT

### ARTICLE I

#### GENERAL PROVISIONS

*This Section 1 replaces and supersedes Section 1 of the 2014-15 MOU:*

#### SECTION 1 RECOGNITION

The parties have met and conferred regarding an extension to the existing Memorandum of Understanding ("MOU") and this amendment reflects the agreed-upon modified terms of, and additional new terms to, the existing MOU. All terms and conditions of the existing MOU shall continue unless expressly modified herein. This Amendment No. 1 to the 2014-15 MOU, made this 9<sup>th</sup> day of February 2016, is entered into with reference to the following facts:

#### **WITNESSETH:**

**WHEREAS**, the South Gate Municipal Employees Association, hereinafter called the "the Association" or "MEA" represented by the Service Employees International Union Local 721, hereinafter called the "Union", is the duly recognized employee organization for its members employed by the City of South Gate (hereinafter called the "City") in an employee group defined by Resolution No. 4508 (Employer-Employee Relations Resolution) (8.2.5) of the City Council of South Gate as "All Municipal Employees of the City" assigned to the "500" Series salary range; and

**WHEREAS**, the Association and the City's Representatives have met and conferred in good faith upon the wages, hours, and other conditions of employment for the employees represented by the Union and have reached an understanding as to certain recommendations to be made to the City Council of South Gate; and

**NOW, THEREFORE**, the City's Representatives and the South Gate Municipal Employees Association hereby agree as follows:

*This Section 4 replaces and supersedes Section 4 of the 2014-15 MOU:*

**SECTION 4 DURATION**

This Agreement shall be effective from July 1, 2014 through and including June 30, 2017. This Agreement and the Amendment No. 1 to this Agreement shall become effective only after adoption by the City Council of the City of South Gate following ratification by the members of the Union.

*This Section 21 is hereby added to the 2014-15 MOU and becomes effective upon City Council adoption of this Amendment No. 1 to the 2014-15 MOU:*

**SECTION 21 DRINKING WATER**

The City shall provide, at its cost, filtered water dispensing units, supplied and serviced by a third-party vendor, placed in locations that are reasonably accessible to all employees within or adjacent to their respective departments.

**ARTICLE II**

**SALARY & ALLOWANCES**

*This Section 2 replaces and supersedes Section 2 of the 2014-15 MOU:*

**SECTION 2 WAGES**

2014-15: The City and the Union agree there will be no wage increases during this fiscal year.

2015-16: Effective February 7, 2016, the base salary for each position covered by this MOU will be increased by 3.9%.

2016-17: Effective June 26, 2016, the base salary for each position covered by this MOU will be increased by 3.9%.

**SECTION 9 CERTIFICATE PAY**

*This Subsection C is hereby added to the 2014-15 MOU and becomes effective upon City Council adoption of this Amendment No. 1 to the 2014-15 MOU:*

### C. NCCCO Certification

Employees required to obtain a National Commission for the Certification of Crane Operators (NCCCO) certification for the purposes of operating a crane shall receive an allowance equal to five percent (5%) of pay for their grade and step. This allowance is based on the grade and step of the employee and is not computed on top of other allowances, including, but not limited to Longevity Pay.

## SECTION 10 UNIFORM PAY

*This Subsection A replaces and supersedes Subsection A of the 2014-15 MOU:*

**A. Effective the first pay period following City Council approval of this Amendment No. 1 to the 2014-15 MOU, the uniform allowance shall be:**

\$550.00 per year for Park and Recreation Employees;

\$600.00 per year for Maintenance;

\$650.00 per year for non-Sworn Police Employees and Building and Safety employees, including Building Inspectors;

See also "Letter of Understanding Regarding Uniform Allowance and Uniform Standards" in Appendix A.

*This Subsection B replaces and supersedes Subsection B of the 2014-15 MOU:*

**B. Uniform pay will be paid in July of each year and will be paid on a separate paycheck, separate and apart from the employee's bi-weekly paycheck.**

## ARTICLE III

### FRINGE BENEFITS

## SECTION 1 MEDICAL & DENTAL INSURANCE

*This Subsection B replaces and supersedes Subsection B of the 2014-15 MOU:*

## **B. DENTAL INSURANCE**

Effective February 9, 2016, and until the 2017/18 contract is approved, the City will:

- a. Pay the maximum amount equivalent to the Delta Dental HMO plan family coverage rate. Employees who select more expensive plans (PPO's), will be responsible for any difference in premiums.
- b. Cover the increase in cost of switching from Dental Health Services PPO and EPO plans to the equivalent Delta Dental PPO plan.
- c. Provide an amount equal to the Delta Dental HMO plan family coverage rate per month in deferred compensation to those employees who opt out of the City's dental insurance. Employees must show proof of alternate dental insurance coverage on a yearly basis in order to receive the payment provided herein.

## **APPENDIX A**

### **LETTER OF UNDERSTANDING**

#### **REGARDING UNIFORM ALLOWANCE AND UNIFORM STANDARDS**

##### **Uniforms**

##### **General Rules**

#### **4. UNIFORM ALLOWANCES**

##### **G. UNIFORM ALLOWANCES/REQUIREMENTS BUILDING AND SAFETY FIELD PERSONNEL**

*This Subsection a replaces and supersedes Subsection a of Appendix A to the 2014-15 MOU:*

- a. All Code Enforcement Officers and Building Inspectors shall wear a uniform. Each officer will receive \$650.00.

*This Appendix C is hereby added to the 2014-15 MOU and becomes effective upon City Council adoption of this Amendment No. 1 to the 2014-15 MOU:*

APPENDIX C

**Salary Pay Table**

**Pay Plan Category I - Classified Municipal Employees Association**

Salary Effective **02-07-2016** (3.90% Salary Increase)

Following page

## Salary Pay Table

### Pay Plan Category I - Classified Municipal Employees Association

Salary Effective **02-07-2016** (3.90% Salary Increase)

		Step A	Step B	Step C	Step D	Step E
500	TYPIST CLERK	2,786	2,926	3,072	3,225	3,387
500	CITY HALL RECEPTIONIST	2,786	2,926	3,072	3,225	3,387
501	STOCK CLERK	2,861	3,004	3,154	3,312	3,478
502	GRAFFITI REMOVAL WORKER	2,993	3,143	3,300	3,465	3,639
503	CUSTODIAN	3,006	3,156	3,314	3,480	3,654
504	COMMUNITY DEVELOPMENT TECH I	3,064	3,218	3,378	3,547	3,725
505	INTERMEDIATE TYPIST CLERK	3,138	3,295	3,460	3,633	3,814
505	BILLING & SHIPPING CLERK	3,138	3,295	3,460	3,633	3,814
505	OFFICE ASSISTANT	3,138	3,295	3,460	3,633	3,814
505	OFFICE ASSISTANT-POLICE	3,138	3,295	3,460	3,633	3,814
506	GROUNDS MAINTENANCE WORKER	3,149	3,306	3,471	3,645	3,827
506	FACILITIES MAINTENANCE TECHNICIAN I	3,149	3,306	3,471	3,645	3,827
507	WATER METER READER I	3,252	3,415	3,586	3,765	3,953
508	POLICE RECORDS SPECIALIST	3,259	3,422	3,593	3,772	3,961
509	SENIOR TYPIST CLERK	3,280	3,444	3,617	3,797	3,987
510	BUSINESS LICENSE CLERK	3,313	3,479	3,653	3,835	4,027
510	INTERMEDIATE ACCOUNT CLERK - Acct	3,313	3,479	3,653	3,835	4,027
510	CUSTOMER SERVICE REPRESENTATIVE	3,313	3,479	3,653	3,835	4,027
511	CIVILIAN CUSTODY OFFICER	3,360	3,528	3,704	3,889	4,084
511	COMMUNITY SERVICES OFFICER	3,360	3,528	3,704	3,889	4,084
511	SENIOR CUSTODIAN	3,360	3,528	3,704	3,889	4,084
512	AQUATICS COORDINATOR	3,388	3,557	3,735	3,922	4,118
512	RECREATION COORDINATOR	3,388	3,557	3,735	3,922	4,118
513	CRIME PREVENTION SPECIALIST	3,418	3,589	3,768	3,957	4,155
514	WATER METER READER II	3,433	3,604	3,784	3,974	4,172
515	WATER DISTRIBUTION OPERATOR I	3,451	3,623	3,804	3,995	4,194
516	FACILITIES MAINTENANCE TECHNICIAN II	3,472	3,646	3,828	4,020	4,221
516	STREET MAINTENANCE WORKER	3,472	3,646	3,828	4,020	4,221
517	PROPERTY CONTROL CLERK	3,503	3,679	3,862	4,056	4,258
518	COMMUNITY DEVELOPMENT TECH II	3,523	3,699	3,884	4,078	4,282
519	PARKS EQUIPMENT MECHANIC	3,613	3,793	3,983	4,182	4,391
520	WATER SERVICE REPRESENTATIVE I	3,658	3,840	4,032	4,234	4,446
521	SECRETARY	3,707	3,892	4,087	4,291	4,506
522	SENIOR GROUNDS MAINTENANCE WORKER	3,713	3,898	4,093	4,298	4,513
523	PAYROLL TECHNICIAN	3,715	3,901	4,096	4,301	4,516
524	POLICE DISPATCHER	3,720	3,906	4,101	4,306	4,521
525	WATER PUMP OPERATOR I	3,754	3,941	4,138	4,345	4,563

## Salary Pay Table

### Pay Plan Category I - Classified Municipal Employees Association

Salary Effective **02-07-2016** (3.90% Salary Increase)

		Step A	Step B	Step C	Step D	Step E
526	RECORDS COORDINATOR	3,782	3,971	4,169	4,378	4,596
527	INFORMATION SYSTEMS COORDINATOR	3,792	3,982	4,181	4,390	4,610
528	PUBLIC SAFETY SUPERVISOR	3,888	4,082	4,286	4,501	4,726
530	CUSTODIAL SUPERVISOR	3,890	4,085	4,289	4,504	4,729
531	POLICE RECRUIT	3,892	4,086	4,291	4,505	4,730
532	WATER DISTRIBUTION OPERATOR II	3,931	4,128	4,334	4,551	4,778
533	EQUIPMENT MECHANIC	3,934	4,130	4,337	4,554	4,781
534	SENIOR SECRETARY	3,972	4,170	4,379	4,598	4,828
535	EQUIPMENT OPERATOR	4,037	4,239	4,451	4,673	4,907
536	SENIOR TRAFFIC & SIGN PAINTER	4,059	4,262	4,475	4,699	4,934
537	COMMUNITY DEVELOPMENT TECH III	4,060	4,263	4,476	4,700	4,935
538	WATER SERVICE REPRESENTATIVE II	4,092	4,297	4,512	4,737	4,974
539	HOUSING SPECIALIST	4,130	4,337	4,553	4,781	5,020
540	MAINTENANCE ELECTRICIAN	4,154	4,361	4,579	4,808	5,049
541	CODE ENFORCEMENT OFFICER	4,170	4,379	4,598	4,828	5,069
541	HUMAN RESOURCES TECHNICIAN	4,170	4,379	4,598	4,828	5,069
542	FACILITIES MAINTENANCE SPECIALIST	4,261	4,474	4,698	4,933	5,179
543	WATER DISTRIBUTION OPERATOR III	4,267	4,480	4,704	4,939	5,186
544	SENIOR COMMUNITY DEVELOPMENT TECH	4,347	4,564	4,792	5,032	5,284
545	GRAFFITI LEAD WORKER	4,358	4,576	4,805	5,045	5,297
545	STREET LEAD WORKER	4,358	4,576	4,805	5,045	5,297
546	SENIOR EQUIPMENT MECHANIC	4,414	4,634	4,866	5,109	5,365
548	WATER PUMP OPERATOR II	4,487	4,711	4,947	5,194	5,454
550	ENGINEERING TECHNICIAN	4,636	4,868	5,111	5,367	5,635
551	BUILDING INSPECTOR	4,677	4,911	5,157	5,415	5,685
552	WATER LEAD WORKER	4,704	4,939	5,186	5,446	5,718
552	WATER SYSTEM LEAD OPERATOR	4,704	4,939	5,186	5,446	5,718
553	JOURNEY ELECTRICIAN	4,935	5,182	5,441	5,713	5,999
554	EQUIPMENT SUPERVISOR	5,045	5,297	5,562	5,840	6,132
554	STREET FOREMAN	5,045	5,297	5,562	5,840	6,132
555	GENERAL MAINTENANCE FOREMAN	5,106	5,361	5,629	5,911	6,206
556	LEAD ELECTRICIAN	5,261	5,524	5,800	6,090	6,395
557	WATER DISTRIBUTION FOREMAN	5,447	5,719	6,005	6,306	6,621
557	WATER OPERATIONS FOREMAN	5,447	5,719	6,005	6,306	6,621
559	GROUNDS MAINTENANCE SUPERVISOR	4,593	4,823	5,064	5,317	5,583
566	RECREATION SPECIALIST	2,708	2,843	2,985	3,134	3,291



*This Appendix D is hereby added to the 2014-15 MOU and becomes effective upon City Council adoption of this Amendment No. 1 to the 2014-15 MOU:*

APPENDIX D

**Salary Pay Table**

**Pay Plan Category I - Classified Municipal Employees Association**

Salary Effective **06-26-2016** (3.90% Salary Increase)

Following page

## Salary Pay Table

### Pay Plan Category I - Classified Municipal Employees Association

Salary Effective **06-26-2016** (3.90% Salary Increase)

		Step A	Step B	Step C	Step D	Step E
500	TYPIST CLERK	2,895	3,040	3,192	3,351	3,519
500	CITY HALL RECEPTIONIST	2,895	3,040	3,192	3,351	3,519
501	STOCK CLERK	2,973	3,121	3,277	3,441	3,613
502	GRAFFITI REMOVAL WORKER	3,110	3,266	3,429	3,600	3,780
503	CUSTODIAN	3,123	3,280	3,444	3,616	3,797
504	COMMUNITY DEVELOPMENT TECH I	3,184	3,343	3,510	3,686	3,870
505	INTERMEDIATE TYPIST CLERK	3,260	3,423	3,595	3,774	3,963
505	BILLING & SHIPPING CLERK	3,260	3,423	3,595	3,774	3,963
505	OFFICE ASSISTANT	3,260	3,423	3,595	3,774	3,963
505	OFFICE ASSISTANT-POLICE	3,260	3,423	3,595	3,774	3,963
506	GROUNDS MAINTENANCE WORKER	3,272	3,435	3,607	3,787	3,977
506	FACILITIES MAINTENANCE TECHNICIAN I	3,272	3,435	3,607	3,787	3,977
507	WATER METER READER I	3,379	3,548	3,725	3,912	4,107
508	POLICE RECORDS SPECIALIST	3,386	3,555	3,733	3,919	4,115
509	SENIOR TYPIST CLERK	3,408	3,579	3,758	3,945	4,143
510	BUSINESS LICENSE CLERK	3,442	3,614	3,795	3,985	4,184
510	INTERMEDIATE ACCOUNT CLERK - Acct	3,442	3,614	3,795	3,985	4,184
510	CUSTOMER SERVICE REPRESENTATIVE	3,442	3,614	3,795	3,985	4,184
511	CIVILIAN CUSTODY OFFICER	3,491	3,665	3,849	4,041	4,243
511	COMMUNITY SERVICES OFFICER	3,491	3,665	3,849	4,041	4,243
511	SENIOR CUSTODIAN	3,491	3,665	3,849	4,041	4,243
512	AQUATICS COORDINATOR	3,520	3,696	3,880	4,074	4,278
512	RECREATION COORDINATOR	3,520	3,696	3,880	4,074	4,278
513	CRIME PREVENTION SPECIALIST	3,551	3,729	3,915	4,111	4,317
514	WATER METER READER II	3,566	3,745	3,932	4,129	4,335
515	WATER DISTRIBUTION OPERATOR I	3,585	3,765	3,953	4,150	4,358
516	FACILITIES MAINTENANCE TECHNICIAN II	3,608	3,788	3,978	4,176	4,385
516	STREET MAINTENANCE WORKER	3,608	3,788	3,978	4,176	4,385
517	PROPERTY CONTROL CLERK	3,640	3,822	4,013	4,214	4,424
518	COMMUNITY DEVELOPMENT TECH II	3,660	3,843	4,035	4,237	4,449
519	PARKS EQUIPMENT MECHANIC	3,754	3,941	4,138	4,345	4,562
520	WATER SERVICE REPRESENTATIVE I	3,800	3,990	4,190	4,399	4,619
521	SECRETARY	3,851	4,044	4,246	4,458	4,681
522	SENIOR GROUNDS MAINTENANCE WORKER	3,858	4,051	4,253	4,466	4,689
523	PAYROLL TECHNICIAN	3,860	4,053	4,256	4,469	4,692
524	POLICE DISPATCHER	3,865	4,058	4,261	4,474	4,697
525	WATER PUMP OPERATOR I	3,900	4,095	4,300	4,515	4,741

## Salary Pay Table

### Pay Plan Category I - Classified Municipal Employees Association

Salary Effective **06-26-2016** (3.90% Salary Increase)

		Step A	Step B	Step C	Step D	Step E
526	RECORDS COORDINATOR	3,929	4,125	4,332	4,548	4,776
527	INFORMATION SYSTEMS COORDINATOR	3,940	4,137	4,344	4,562	4,790
528	PUBLIC SAFETY SUPERVISOR	4,039	4,241	4,453	4,676	4,910
530	CUSTODIAL SUPERVISOR	4,042	4,244	4,457	4,679	4,913
531	POLICE RECRUIT	4,044	4,246	4,458	4,681	4,915
532	WATER DISTRIBUTION OPERATOR II	4,084	4,289	4,503	4,728	4,965
533	EQUIPMENT MECHANIC	4,087	4,291	4,506	4,731	4,968
534	SENIOR SECRETARY	4,127	4,333	4,550	4,777	5,016
535	EQUIPMENT OPERATOR	4,194	4,404	4,624	4,856	5,098
536	SENIOR TRAFFIC & SIGN PAINTER	4,218	4,429	4,650	4,883	5,127
537	COMMUNITY DEVELOPMENT TECH III	4,218	4,429	4,650	4,883	5,127
538	WATER SERVICE REPRESENTATIVE II	4,252	4,465	4,688	4,922	5,168
539	HOUSING SPECIALIST	4,291	4,506	4,731	4,968	5,216
540	MAINTENANCE ELECTRICIAN	4,316	4,531	4,758	4,996	5,246
541	CODE ENFORCEMENT OFFICER	4,333	4,550	4,777	5,016	5,267
541	HUMAN RESOURCES TECHNICIAN	4,333	4,550	4,777	5,016	5,267
542	FACILITIES MAINTENANCE SPECIALIST	4,427	4,648	4,881	5,125	5,381
543	WATER DISTRIBUTION OPERATOR III	4,433	4,655	4,888	5,132	5,388
544	SENIOR COMMUNITY DEVELOPMENT TECH	4,516	4,742	4,979	5,228	5,490
545	GRAFFITI LEAD WORKER	4,528	4,754	4,992	5,242	5,504
545	STREET LEAD WORKER	4,528	4,754	4,992	5,242	5,504
546	SENIOR EQUIPMENT MECHANIC	4,586	4,815	5,056	5,308	5,574
548	WATER PUMP OPERATOR II	4,662	4,895	5,139	5,396	5,666
550	ENGINEERING TECHNICIAN	4,817	5,058	5,311	5,576	5,855
551	BUILDING INSPECTOR	4,860	5,103	5,358	5,626	5,907
552	WATER LEAD WORKER	4,888	5,132	5,389	5,658	5,941
552	WATER SYSTEM LEAD OPERATOR	4,888	5,132	5,389	5,658	5,941
553	JOURNEY ELECTRICIAN	5,128	5,384	5,653	5,936	6,233
554	EQUIPMENT SUPERVISOR	5,242	5,504	5,779	6,068	6,371
554	STREET FOREMAN	5,242	5,504	5,779	6,068	6,371
555	GENERAL MAINTENANCE FOREMAN	5,305	5,570	5,849	6,141	6,448
556	LEAD ELECTRICIAN	5,466	5,739	6,026	6,328	6,644
557	WATER DISTRIBUTION FOREMAN	5,659	5,942	6,240	6,552	6,879
557	WATER OPERATIONS FOREMAN	5,659	5,942	6,240	6,552	6,879
559	GROUNDS MAINTENANCE SUPERVISOR	4,772	5,011	5,262	5,525	5,801
566	RECREATION SPECIALIST	2,813	2,954	3,102	3,257	3,420

*This Appendix E is hereby added to the 2014-15 MOU and becomes effective upon City Council adoption of this Amendment No. 1 to the 2014-15 MOU:*

## **APPENDIX E**

### **REOPENERS**

The parties do specifically agree to reopen the meet and confer process during the term of this MOU only with regards to the following issues. These reopeners are not contingent upon the execution of any successor MOU and no successor MOU is contingent upon agreement on these reopeners.

1. Maintenance of Membership
2. Deferred Compensation Programs
3. Dental Insurance Programs
4. Section 125 Program
5. Voluntary Insurance Programs

**Memorandum of Understanding between the City of South Gate and  
the South Gate Municipal Employees Association**

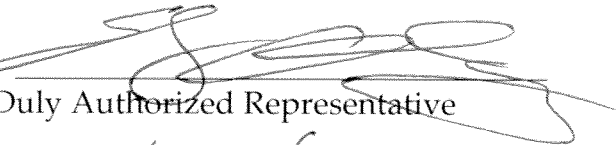
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The City and the Association acknowledge that this Agreement is entered into the 9th day of February 2016, and is subject to it being executed by authorized representatives.

**CITY OF SOUTH GATE:**


**SOUTH GATE MUNICIPAL  
EMPLOYEES ASSOCIATION:**

  
\_\_\_\_\_  
Jorge Morales, Mayor

By:   
\_\_\_\_\_  
Its Duly Authorized Representative

Date: 2/10/16

Date: 3/23/16

By:   
\_\_\_\_\_  
Its Duly Authorized Representative

Date: MAR-23-2016

By:   
\_\_\_\_\_  
Negotiator

Date: 3-29-16

**ATTEST:**

  
\_\_\_\_\_  
Carmen Avalos, City Clerk

(SEAL)

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Raul F. Salinas, City Attorney