



**TENTATIVE AGREEMENT
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING**

Per California Government Code Section 3505.1

Between

The City of South Gate and

The South Gate Professional and Mid-Management Association (SGPMMA)

The previous Memorandum of Understanding ("MOU") between the City of South Gate ("City") and the South Gate Professional and Mid-Management Association ("SGPMMA") expired at midnight on June 30, 2017. On June 26, 2017, the SGPMMA representatives and the City's labor representative commenced labor negotiations, including exchanging proposals and meeting and conferring towards reaching agreement on a successor MOU. On November 21, 2017, the parties reached a complete tentative agreement on a successor MOU, the deal points of which are set forth below and affirmed by the execution of this Tentative Agreement by the parties' labor representatives. This Tentative Agreement was ratified by the members of the SGPMMA on November 27, 2017. This Tentative Agreement shall not become effective until accepted, approved, and adopted by the South Gate City Council per California Government Code Section 3505.1.

Successor MOU: All terms and conditions of the prior SGPMMA MOU 2014-2015, including Amendment No. 1 thereto, shall be maintained unless expressly modified or changed herein until the successor SGPMMA 2017-2020 MOU is accepted, approved and adopted by City Council.

Term: Effective July 1, 2017 through June 30, 2020 (3 years).

Wages:

- Effective the first day of the pay period in which this Tentative Agreement is adopted by the City Council, the base salary for the positions represented by the SGPMMA will be increased by 3.5%.
- Effective June 24, 2018, the base salary for the positions represented by the SGPMMA will be increased by 3.5%.
- Effective June 23, 2019, the base salary for the positions represented by the SGPMMA will be increased by 3.5%.

Deferred Compensation Match: Effective the first day of the pay period in which this Tentative Agreement is adopted by the City Council, the deferred compensation match for all eligible SGPMMA represented employees will be increased from \$65.00 per month to \$100.00 per month. However, actual implementation will occur on a case by case basis when each employee wishing to participate completes and signs the proper paperwork with Human Resources and/or Payroll.

Educational Reimbursement Program: Effective the first day of the pay period in which this Tentative Agreement is adopted by the City Council, the educational reimbursement caps for all eligible SGPMMA members will increase from \$2,500 per fiscal year to \$3,000 per fiscal year for public institutions and from \$3,000 per fiscal year to \$3,500 per fiscal year for private institutions.

FLSA Implementation: The City and the SGPMMA agree to a reopener to discuss the implementation of the change from exempt status to non-exempt status for affected SGPMMA members, including but not limited to related issues of overtime calculations and right to administrative leave for the affected employees.

Dental/Vision/Life Insurance/Voluntary Insurances/Section 125 Program: The City and the SGPMMA agree to a reopener to discuss the City's desire to change providers for these particular employee benefits and to meet and confer over the effects of any change in providers or related plans.

Long-Term Disability Insurance: The City and the SGPMMA agree to a reopener to discuss the possibility of the City providing Long-Term Disability Insurance for the members represented by the SGPMMA and the related employee costs for such insurance, if any.

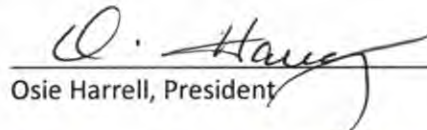
Comprehensive MOU: The City and the SGPMMA agree to work together to jointly prepare and complete the successor SGPMMA MOU for City Council approval on or before March 1, 2018. The successor MOU shall contain a provision that complies with AB 119 and sets forth the procedures to be followed by the parties relative to new employee orientations and the SGPMMA's right to information.

City of South Gate

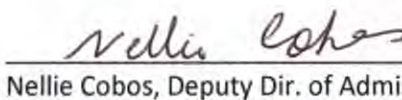
South Gate Professional and Mid-Management Association



Jackie Acosta, Director of Administrative Services



Osie Harrell, President



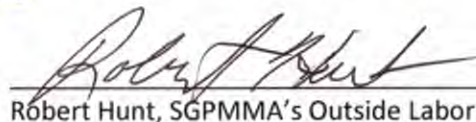
Nellie Cobos, Deputy Dir. of Admin. Svcs./HR&RM



Johanna Monterroza, Vice-President



Colin Tanner, City's Outside Labor Counsel



Robert Hunt, SGPMMA's Outside Labor Counsel