

MORENO VALLEY CITY EMPLOYEES ASSOCIATION

And

CITY OF MORENO VALLEY

CHANGES AND IMPROVEMENTS UNDER MOU RE-OPENER

FY 2013/14 and FY 2014/15

1. WORK FURLOUGHS

Effective July 1, 2013, the existing 10% furlough will be reduced to a 5% furlough for all MVCEA members.

- A. The daily schedule for all MVCEA unit employees other than Development Services (Planning), Land Development, Building and Safety, and Fire Prevention, will be based on 9 ½ hours Monday through Thursday each week (38-hour week).
- B. The daily schedule for all MVCEA members assigned to Development Services (Planning), Land Development, Building and Safety, and Fire Prevention, will be based on the following work schedule:
 - 1. 8.75 hours per day Monday through Thursday of each work week; and 6 hours on the 2nd and 4th Friday each work week. All employees on this schedule will work on the same Fridays (2nd and 4th), with city hall closed on the alternate Fridays (1st and 3rd).
 - 2. Consistent with current practice, staff will remain available to provide inspections on Fridays when City Hall is closed with compensation provided in the same manner as is currently provided for any additional work hours on those days.
- C. Implementation of the above employee work hours will be established by management in good faith and based upon input from division managers to ensure that service hours meet public needs.

2. SALARY INCREASE

In the paycheck issued closest to December 1, 2013 and December 1, 2014 each full-time MVCEA member will receive a lump sum payment of \$500. Career part-time MVCEA members will receive \$250 for 2013 and \$250 for 2014 in the same manner as full-time employees.

3. HEALTH INSURANCE

Effective July 1, 2013, all MVCEA full-time members enrolled in Family coverage (3 or more dependents) will receive an additional monthly contribution by the City of \$150 to help defray increased health insurance costs. The additional City contribution will continue throughout the term of the MOU (through June 30, 2015).

4. ADMINISTRATIVE LEAVE

Effective July 1, 2013, the City Manager may grant up to 2 hours of Administrative Leave per employee per pay period to recognize extraordinary service.

5. PERFORMANCE EVALUATIONS

To assist in meeting essential management responsibilities, the City will engage the services of a consultant with extensive public and private sector experience to review the City's current process and recommend a specific training regimen for all raters.

Success in this area will require that managers, at all levels, are held accountable to provide employees with ongoing verbal feedback and meaningful performance evaluations which:

- A. Reflect unique performance levels of each rated employee.
- B. Represent the culmination of ongoing verbal feedback provided throughout the rating period.
- C. Evaluations will be reviewed and approved by department directors prior to being presented to rated employees to ensure that raters are meeting the City's commitments on the evaluations process.

6. LABOR-MANAGEMENT COMMITTEE

A Labor-Management Committee co-chaired by the MVCEA President/designee and the Administrative Services Director will meet on a quarterly basis to discuss topics of concern to the Association and the City.

7. MANAGEMENT ACCOUNTABILITY

Managers and supervisors will uphold performance and conduct standards for all employees. Key areas of concern include but are not limited to performance, attendance and adherence to City policies.

8. RE-OPENERS

This agreement contains all economic enhancements agreed to by the parties for FY 2013/14 and FY 2014/15. The parties retain their respective prerogatives to request re-openers on Personnel Rules during the term of this Agreement.