

**TENTATIVE AGREEMENT PURSUANT TO GOVERNMENT CODE § 3505.1  
BY AND BETWEEN CITY OF GLENDORA & AMERICAN FEDERATION STATE  
COUNTY MUNICIPAL EMPLOYEES, LOCAL 3915**

That certain MEMORANDUM OF UNDERSTANDING (“MOU”) by and between the CITY OF GLENDORA, a general law city & municipal corporation (“City” or “Glendora”), and AMERICAN FEDERATION STATE COUNTY MUNICIPAL EMPLOYEES, LOCAL 3915 (“Union”) (collectively the “parties”) will expire on or about June 30, 2019. On or about June 4, 2019, the parties reached an oral tentative agreement on select terms for a successor Memorandum of Understanding (the “New MOU”), the deal points of which are set forth below and affirmed by the parties by and through the execution of this formal written Tentative Agreement between the parties’ labor representatives.

This Tentative Agreement was ratified by the Union on June 14, 2019. This Tentative Agreement represents a joint recommendation from the negotiation teams of both City and Union to City’s City Council. This Tentative Agreement, however, shall not become effective until accepted, approved, and adopted by City’s City Council as specified in California Government Code § 3505.1, which provides:

“If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement *within 30 days of the date it is first considered at a duly noticed public meeting*. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.” (Emphasis added.)

All terms and conditions of the MOU shall be maintained unless expressly modified or changed herein and until a New MOU is fully negotiated, reduced to a writing, accepted, approved and adopted by City’s City Council.

**TENTATIVE AGREEMENT DEAL POINTS**

1. TERM (Article 3)

3.5 years New MOU (July 1, 2019 through January 31, 2023)

2. WAGES (Article 6)

All full-time employees represented by Union on the payroll as of the date of the adoption by the City Council of this Tentative Agreement are eligible to receive up to a maximum of three (3) lump sum employee retention payments (not subject to CalPERS treatment as “special compensation”), as follows: One (1) payment in the amount of \$750 to be paid no later than the second pay period in August 2019; one (1) \$750 payment to all full-time employees represented by Union on City’s payroll as of the second pay period in August 2020, shall be paid no later than the second pay period in August 2020; and one (1) \$750 payment to all full-time employees represented by Union on City’s payroll as of the second pay period in August 2021, shall be paid no later than the second pay period in August 2021.

- Effective the first full payroll period commencing on or after July 1, 2019, a 3.0% base salary increase for all City full-time employees represented by Union.
- Effective the first full payroll period commencing on or after July 1, 2020, a 3.0% base salary increase for all City full-time employees represented by Union.
- Effective the first full payroll period commencing on or after July 1, 2021, a 2.0% base salary increase for all City full-time employees represented by Union.
- Effective the first full payroll period commencing on or after July 1, 2022, a 2.0% base salary increase for all City full-time employees represented by Union.

City agrees to initiate a Class and Compensation Study for Water classifications for all City full-time employees represented by Union. The results of such study will be evaluated and considered for implementation through a future side letter, subject to the City Council consideration and approval.

3. UNIFORM ALLOWANCE (Article 11)

Section A:

2. An annual uniform allowance of \$500.00 will be paid to full-time Community Preservation Officers, Sr. Community Service Officers, Community Service Officers, Jailers, and Police Service Representatives II.
3. An annual uniform allowance of \$500.00 will be paid to full-time Police Service Representatives I and Police Records Specialists.

4. FLEXIBLE BENEFIT PLAN/HEALTH INSURANCE (Article 12)

City and Union agree to establish a Medical Task Force to explore other medical benefit options outside of CalPERS Health.

5. BILINGUAL PAY (Article 41)

City has the sole and exclusive right to determine which employees, and how many employees, are eligible to receive bilingual pay of \$150.00 per month. Designated City full-time employees represented by Union will be required to speak and/or write fluent Spanish or other languages as designated by the City based on community needs. City shall administer a competency test to certify fluency in the designated language. Such certification shall be a condition prior to qualifying for bilingual pay.

Acknowledged and agreed to:


[SIGNATURES ON FOLLOWING PAGE]

CITY OF GLENDORA


Dated: 6/25/19

By:   
Adam Raymond  
City Manager

Dated: 6/25/19

By:   
June Overholt  
Finance Director/City Treasurer

APPROVED AS TO FORM:

  
William Wynder  
City Attorney

ATTEST:

  
Kathleen R. Sessman  
City Clerk/Communications Director


AFSCME Local 3915

Dated: 6/21/2019

By:   
Harutyun Mesropyan  
AFSCME President

AFSCME Local 3915

Dated: 6/26/2019

By:   
Luis Schmidt  
Business Representative  
AFSCME D.C.36

[END OF SIGNATURES]