

**MEMORANDUM OF UNDERSTANDING
BETWEEN REPRESENTATIVES OF THE CITY OF CHINO, CALIFORNIA,
AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES (AFSCME DISTRICT COUNCIL 36 – LOCAL 3183)
(A RECOGNIZED EMPLOYEE UNION)**

Table of Contents

| | |
|--|-----------|
| 1. AB119 UNION INFORMATION..... | 4 |
| 2. BENEFIT BANK: | 4 |
| 3. BEREAVEMENT LEAVE: | 4 |
| 4. BILINGUAL PAY:..... | 5 |
| 5. CERTIFICATION: | 5 |
| 6. CLASS AND COMPENSATION STUDY | 6 |
| 7. COMPENSATORY TIME: | 7 |
| 8. COST OF LIVING ADJUSTMENT (COLA):..... | 7 |
| 9. DEATH BENEFIT:..... | 7 |
| 10. DEFERRED COMPENSATION: | 7 |
| 11. DIRECT DEPOSIT:..... | 9 |
| 12. DISABILITY: | 9 |
| 13. DISCIPLINARY APPEAL PROCEDURE: | 9 |
| 14. FLEXIBLE BENEFITS SPENDING PLAN:..... | 9 |
| 15. FLOATING HOLIDAY TIME:..... | 9 |
| 16. HOLIDAYS: | 10 |
| 17. JURY DUTY:..... | 11 |
| 18. LABOR-MANAGEMENT COMMITTEE: | 11 |
| 19. LIFE INSURANCE:..... | 11 |
| 20. LONG TERM CARE THROUGH BENEFIT BANK/PAYROLL DEDUCTION:..... | 11 |
| 21. LUNCH BREAK (EXTENDED):..... | 11 |
| 22. MILEAGE REIMBURSEMENT:..... | 12 |
| 23. OVERTIME..... | 12 |
| 24. RECRUITMENT INCENTIVE FOR RECOMMENDATION RESULTING IN SWORN NEW HIRE AS FOLLOWS:..... | 12 |
| 25. REHIRE POLICY: | 12 |
| 26. RESPONSE TO DOCUMENTS PLACED IN EMPLOYEE PERSONNEL FILE: ... | 12 |
| 27. RETIREMENT:..... | 13 |

| | |
|--|----|
| 28. SAFETY INCENTIVE PROGRAM: | 13 |
| 29. SALARY ADJUSTMENT: | 13 |
| 30. SEPARATION FROM CITY: | 13 |
| 31. SICK LEAVE: | 13 |
| 32. SICK LEAVE BUY-BACK: | 14 |
| 33. SICK LEAVE CONVERSION TO PERSONAL LEAVE: | 14 |
| 34. SICK LEAVE PROGRAM: | 14 |
| 35. SPECIAL ASSIGNMENTS: | 15 |
| 36. STANDBY PAY AND CALL BACK TO DUTY COMPENSATION: | 15 |
| 37. TOOL ALLOWANCE: | 15 |
| 38. TRAINING FOR CLASS “A” DRIVER LICENSE: | 16 |
| 39. TUITION REIMBURSEMENT: | 16 |
| 40. UNIFORMED PERSONNEL: | 17 |
| 41. UNION BUSINESS: | 17 |
| 42. UNION REPRESENTATION - REQUEST FOR DECERTIFICATION: | 17 |
| 43. VACATION LEAVE: | 18 |
| 44. VACATION LEAVE CONVERSION: | 18 |
| 45. WORK BOOTS AND WORK SHOES: | 18 |
| 46. WORK SCHEDULE | 19 |
| 47. WORKERS’ COMPENSATION PROGRAM: | 19 |
| 48. WORKERS’ COMPENSATION PREMIUM PAYMENT: | 19 |
| 49. SAVINGS CLAUSE: | 20 |
| 50. MAINTENANCE OF EXISTING BENEFITS: | 20 |
| 51. IMPLEMENTATION: | 20 |

**MEMORANDUM OF UNDERSTANDING
BETWEEN REPRESENTATIVES OF THE CITY OF CHINO, CALIFORNIA,
AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES (AFSCME)/CHINO PUBLIC WORKS SERVICES
[A RECOGNIZED EMPLOYEE UNION]**

This Memorandum of Understanding (MOU) is entered into with references to the following facts:

- A. The American Federation of State, County and Municipal Employees, hereinafter referred to as “AFSCME”, is the recognized employee organization for all regular, full-time Services employees in the City of Chino, hereinafter referred to as the “City”. The current positions of the AFSCME can be found in the current Classification and Salary Schedule – Non-Management Positions.

Building Maintenance Supervisor
Building Maintenance Worker
Customer Service Representative
Customer Service Representative Lead
Equipment Mechanic
Equipment Mechanic Aide
Equipment Mechanic Lead
Facilities Worker
Maintenance Lead Worker
Maintenance Worker
Recycled Water Coordinator
Water Distribution Lead Operator
Water Distribution Operator
Water Quality Technician
Water Systems Operator

- B. In the interest of maintaining harmonious relations between the City and the employees, authorized representatives of the City and the AFSCME have met and conferred in good faith, exchanging various proposals concerning wages, hours, and other terms and conditions of employment of the employees which are within the scope of law for represented employees in the AFSCME.
- C. The authorized representatives of the City and the AFSCME have reached mutual agreement on wages, hours and other terms and conditions of employment of the employees.

THEREFORE, the City and AFSCME agree that wages, hours, and terms and conditions of employment will be applied as follows for the period of July 1, 2019, through and including June 30, 2023. (Note: The provisions of this Memorandum of Understanding apply only to those individuals who are employed with the City of Chino on the day following the adoption of a formal resolution by City Council approving this Agreement.) If during the term of this MOU, an increase is extended to any other bargaining unit and/or the City’s unrepresented management group, the

City agrees to increase the benefit, if available, for AFSCME members by the same amount to maintain equity with either group, whichever is higher.

1. AB119 UNION INFORMATION:

City and AFSCME District - Council 36 (AFSCME) agree to the following:

- ❖ City will provide at least ten calendar days' notice to AFSCME of new employee orientation.
- ❖ AFSCME will be provided up to 30 minutes at the new employee orientation to speak with new employees.
- ❖ City will provide AFSCME electronic copy of name, email and home address, and cell phone number of all new employees within 30 days of hire and same for all bargaining unit employees every 120 days.
- ❖ Upon notification, City shall deduct Union dues from pay of employees represented by Union.

2. BENEFIT BANK:

Employees are provided with a Benefit Bank for the purchase of medical, dental, and/or vision insurance for themselves and their eligible dependents. The Benefit Bank for the term of this agreement is as follows:

- ❖ December 1, 2019: \$1,445 per month (increase of \$50 per month)
- ❖ December 1, 2020: \$1,495 per month (increase of \$50 per month)
- ❖ December 1, 2021: \$1,545 per month (increase of \$50 per month)
- ❖ December 1, 2022: \$1,595 per month (increase of \$50 per month)

Unused portions of the Benefit Bank, up to a maximum of \$1,195 per month, may be deposited in the employee's deferred compensation account and/or paid out in the employee's regular paychecks as earned. Effective July 1, 2019, in compliance with IRS Code Section 125, contributions to the employee's deferred compensation account from unused portions of the Benefit Bank will be considered an employee contribution rather than an employer contribution. For employees hired after the date of approval of this MOU, the unused portion maximum will be limited to \$600.

The benefit bank allowance will be included in calculating the regular rate of pay for the purpose of determining the overtime rate of pay.

3. BEREAVEMENT LEAVE:

A non-accruing bank of five (5) days (50 hours) for the bereavement of an "immediate family member" is provided. An "immediate family member" is defined as a spouse, parent, step-parent, brother, sister, child, step-child, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, father-in-law, grandparent, step-grandparent, grandchild, or any other relative residing within the employee's home.

4. BILINGUAL PAY:

Effective July 1, 2019, the City agrees to pay a \$100 bilingual allowance per month (paid over 24 pay periods) for verbal fluency in conversational any language the department director deems necessary, including sign language, under the following conditions:

- a. Certification: A competency examination will be developed and administered by the Human Resources Department to determine employees' proficiency. Testing and its frequency are at the discretion of the City. An employee must pass the City's competency examination to be eligible for bilingual pay.
- b. Department Director Approval: To be eligible to take the City's competency examination, an employee must be recommended by the Department Director. Eligibility for the opportunity to test for bilingual pay is solely at the employee's Department Director's discretion and is not subject to administrative appeal or challenge. The Department Director will make his/her recommendation based on an assessment of the need for the employee to use bilingual skills on-the-job. In the event that an employee is approved for bilingual pay, then later changes assignment, classification, job duties, or is transferred or promoted, in any manner, a determination may be made by the employee's Department Director that bilingual skills are no longer required for use on-the-job and this benefit will be removed from the employee with no right of appeal.

5. CERTIFICATION:

Certification compensation is provided with the approval of employee's supervisor. In order to qualify, there must be a requirement/relation to the employee's job classification. Certification compensation will be provided on a fiscal year basis, with submittal of proper documentation by employee to supervisor. Certification compensation will be prorated if an employee receives the certificate in the middle of the fiscal year, transfers to another assignment where such certificate does not apply to new assignment or terminates employment with the City in the middle of the fiscal year. Compensation may be received for certifications other than those listed below if the certification is required or is deemed desirable by the employee's supervisor, and the additional compensation does not exceed any maximums established below.

WATER

Employees will be compensated for qualifying California State Water Treatment/Distribution Certificates as shown below. This benefit applies to any employee in the Water Section, and to any employee in the Services Unit who obtains certification and is granted placement on the Duty Call-out Roster. If the employee leaves the Water Section or removes himself/herself (if not assigned to the Water Section) from the Duty Call-out Roster prior to the expiration of 12 months, after receipt of Water Certification compensation, then the City has the right to prorate the Water Certification compensation over 12 months and to deduct these funds from the employee's paycheck.

1. For Certificate D1–D3/T1–T3:
 - a. Fiscal Year 2019/2020 \$120 each, per fiscal year
 - b. Fiscal Year 2021/2022 \$180 each, per fiscal year
2. For Certificate D4/T4, an additional \$150 each, per fiscal year
3. For Certificate D5/T5, an additional \$175 each, per fiscal year

WATER QUALITY TECHNICIAN

Possession of any two (2) of the following three (3) certificates will qualify an employee in this classification for \$120 per fiscal year, per certificate for fiscal year 2019/2020 and \$180 per fiscal year, per certificate for fiscal year 2021/2022 as follows:

1. San Bernardino County Department of Public Health, Division of Environmental Health Services Certified Backflow Prevention Device Tester.
2. American Water Works Association (California/Nevada Section) Backflow Prevention Tester.
3. American Water Works Association (California/Nevada Section) Cross Connection Control Specialist.

The maximum Certification Pay for employees assigned to the Water Division will be:

- ❖ \$990 for fiscal year 2019/2020 & 2020/2021
- ❖ \$1,410 for fiscal year 2021/22 & 2022/2023

EQUIPMENT MECHANIC AND LEAD EQUIPMENT MECHANIC

Possession of any of the following certificates will qualify an employee in this classification for \$120 per fiscal year, per certificate for fiscal year 2019/2020 and \$144 per fiscal year, per certificate for fiscal year 2021/2022, for up to a maximum of seven (7) certifications as follow:

1. ASE Automobile Suspension and Steering.
2. ASE Automobile Brakes.
3. ASE Automobile Heating and Air Conditioning.
4. Heavy Truck Preventative Maintenance.
5. Master Class/eight (8) certificates, employee will receive an additional \$150 per fiscal year.

The maximum Certification Pay for employees assigned to the Fleet Division will be:

- ❖ \$990 for fiscal year 2019/2020 & 2020/2021
- ❖ \$1,158 for fiscal year 2021/22 & 2022/2023

QUALIFIED APPLICATOR

Possession of a Qualified Applicator certificate is allowed, up to a maximum of 3 employees, will qualify for \$100 per calendar year, per certificate.

CLASS A DRIVER'S LICENSE

In addition to any certification noted above, possession of a California Class A driver's license and working in a position requiring this license will qualify an employee for \$120 per fiscal year for 2019/2020 and \$125 per fiscal year for 2021/2022. See also Training for Class "A" Driver License section of this MOU.

6. CLASS AND COMPENSATION STUDY:

The city will conduct a class and compensation study for the bargaining unit in year two of the contract. The City and Union will meet and confer to discuss results and implementation in year three of the contract, July 2021.

7. COMPENSATORY TIME:

Employees may accrue a rolling maximum of 40 hours of Compensatory Time off. Each employee has the option of electing to convert any, or all, accrued Compensatory Time off hours to pay at the hourly rate existing at the time of distribution. Effective July 1, 2015, accrued Compensatory Time may be converted to cash twice annually, in the first paycheck in April and/or the second paycheck in November of each year. Upon separation from employment, accumulated compensatory time off will be converted to cash at the then existing base hourly rate.

Effective July 1, 2015, employees will be eligible to earn Compensatory Time only when working overtime in their assigned section (current sections are water, grounds, streets and fleet). All Overtime earned outside of the employee's assigned section will be paid.

8. COST OF LIVING ADJUSTMENT (COLA):

Increase to employee's base wages/salary ranges for all represented positions are as follows:

- ❖ Effective the beginning of the pay period including July 1, 2019: 3%
- ❖ Effective the beginning of the pay period including July 1, 2020: 3%
- ❖ Effective the beginning of the pay period including July 1, 2021: 2%
- ❖ Effective the beginning of the pay period including July 1, 2022: 2%

For any part-time position that receives a mandated wage increase (due to the minimum wage law), the full-time position will receive the same increase.

9. DEATH BENEFIT:

Employees are provided with \$100,000 in life insurance coverage, payable to beneficiary on file in Human Resources at time of death.

In the event of an employee's death, his/her beneficiary will receive payment of all unused vacation and compensation time at 100%. Sick leave time will be paid out at the rate established by years of service.

In the event of an employee's death where such death is defined by the Workers' Compensation system as an industrial death, the employee's beneficiary(ies) will receive 100% cash-out of the employee's accrued sick leave on record.

10. DEFERRED COMPENSATION:

A deferred compensation plan is available to all employees, providing tax-deferred savings to serve as a retirement supplement. An employee may contribute to the City's designated deferred compensation plan up to the maximum annual amount allowed by federal and state law through a payroll deduction program.

“Catch-up” Provision

Pursuant to federal and state law, employees attaining the minimum age of 47, who are within three (3) years of their planned retirement date, may take advantage of the 457 Deferred Compensation Plan "catch-up" provisions and allowances as defined in federal and state law.

To the extent allowed by federal and state law and the City's deferred compensation plan administrator, the City will allow, during the three (3) years prior to an employee's planned retirement date, the conversion of accrued sick/vacation leave hours to cash contribution at the employee's base rate of pay in effect at the time of conversion. Sick/vacation leave conversion contributions for the "457 catch-up" shall normally be distributed over an employee's last three (3) years prior to his/her planned retirement date. However, based on the total amount of "457 catch-up" contributions available to the employee, accumulated sick leave hours, and the employee's designated retirement date, "457 catch-up" contributions may occur over a shorter period of time prior to retirement. To be eligible to participate, the employee must be within three (3) years of his/her planned retirement date, have "457 catch-up" privileges available to him/her, and be enrolled in the City-sponsored 457 Deferred Compensation Plan.

“Catch-up” - Sick Leave

Employees are not entitled to 100% cash-out of Sick Leave until completion of five (5) years of service with the City as the final employer and either a qualified service or disability retirement. The City will advance employees 47 years of age or older a cash-out of their accrued Sick Leave up to the indexed amount if they choose to utilize the “Catch Up” provision provided through the City’s 457 plan.

In the event an employee separates for any reason other than service or disability retirement from the City prior to being eligible to receive 100% Sick Leave pay, said employee will be required to reimburse the excess amount of Sick Leave previously paid out. The reimbursement will be deducted by the City from any or all earned funds available to the employee on separation, without it being necessary for the City to seek a civil judgment for the monies.

In order to participate, the employee will select the amount of sick leave he/she wants transferred into deferred compensation at the beginning of each of the three (3) years. The amount can be a selected number of hours or a percentage of Sick Leave remaining at the end of the year. The employee’s Sick Leave balance would then decrease commensurately with the amount of funds withdrawn.

The employee will continue to accrue Sick Leave hours at the normal rate while participating in this program.

“Catch-up” hours advanced will be added back to the employee’s Sick Leave bank for the sick leave program calculation.

“Catch-up”– Vacation Leave

In order to participate, the employee will select the amount of Vacation Leave he/she wants transferred into deferred compensation at the beginning of each of the three (3) years. The amount can be a selected number of hours or a percentage of Vacation Leave remaining at the end of the year. The employee’s Vacation Leave balance would then decrease commensurately with the amount of funds withdrawn.

The employee maintaining his/her Vacation Leave maximum would still be eligible for Vacation Leave incentives, such as Vacation Leave Conversion. The employee will continue to accrue Vacation Leave hours at the normal rate while participating in this program.

“Age 50+ Catch-up”

In the calendar year you attain age 50 (or older), you may contribute an additional amount (currently \$6,000) over the normal maximum contribution limit (\$19,000 for 2019). The “Age 50 Catch-up” and “Pre-Retirement Catch-up” provisions may not both be used in the same calendar year. Employees may use accrued Sick Leave hours and/or accrued Vacation Leave hours to contribute this additional amount.

Contributions to deferred compensation will be discontinued while an employee is receiving Workers’ Compensation payments.

11. DIRECT DEPOSIT:

All employees hired after the date this MOU is approved will have funds directly deposited into an account established for deposit of any payroll check.

12. DISABILITY:

Effective July 1, 2019, full-time, non-probationary employees are eligible for a City-funded Short/Long-term disability plan which provides for salary continuation effective on the 41st consecutive calendar day of disability at a rate of 100% of the employee’s base salary, with a provision to continue regular benefits and benefit accruals. On the 61st consecutive calendar day of disability, salary continuation is paid at a rate of up to 66-2/3% of salary at time of disability. The entire benefit period will not exceed two (2) years.

13. DISCIPLINARY APPEAL PROCEDURE:

Resolution 2003-11, attached hereto as Exhibit A, serves as the City’s disciplinary appeal procedure. It provides that the hearing officer, if other than the City Manager, has the right to make a recommendation, following completion of a disciplinary appeal hearing, that the discipline (as set forth in the notice of the imposition of discipline and upon which the hearing has been convened), be affirmed, modified or reversed. Likewise, if the City Manager serves as the hearing officer, the City Manager has the right to find that said discipline is affirmed, modified or reversed.

14. FLEXIBLE BENEFITS SPENDING PLAN:

A Section 125 Flexible Benefits Spending Plan is available for employee contributions in accordance with IRS regulations.

15. FLOATING HOLIDAY TIME:

Employees are provided with 35 hours of Floating Holiday Time in July of each year (prorated for new hires following completion of six (6) months of full-time/continuous service). This time off is used by the employee with the approval of their supervisor.

Employees may cash-out up to 35 hours of Floating Holiday Time, one time per fiscal year, in one set number of hours, payable at the employee's existing base rate of pay at the time of request. Payment will be made with the regular payroll check run nearest the request of the cash-out (requires minimum of 10 working days prior to request). Any remaining Floating Holiday Time will be paid out in the final payroll check of each fiscal year.

Except for employees retiring from the City, employees resigning/separating from employment will have Floating Holiday Time credited on a prorated basis (2.916 hours per month), and amounts used/cashed out in excess of those they qualify for are owed back to the City upon separation. The difference will be deducted from the employee's final check(s), or in the event that sufficient funds are not available, the employee will be responsible to pay back the City within 14 calendar days from the date of separation.

16. HOLIDAYS:

The City has designated 10 ten-hour holidays and 2 five-hour holidays as follows:

| | |
|----------------------------|--|
| New Year's Day | Martin Luther King |
| Presidents Day | Memorial Day |
| Independence Day | Labor Day |
| Veterans Day | Thanksgiving Day |
| Day following Thanksgiving | 5 hours on the afternoon of Christmas Eve |
| Christmas Day | 5 hours on the afternoon of New Year's Eve |

When a City-designated holiday is observed on an employee's scheduled day off, holiday hours will be credited to the employee. The employee is required to initiate contact with his/her supervisor in writing to request authorization to utilize these banked holiday hours. The requested time off must be utilized within the equivalent of 90 days after said hours appear in the employees' leave bank.

If the employee fails to make a written request to utilize the banked holiday hours in accordance with the 90 days' time restriction, then the banked holiday hours will be stricken from the employee's account and the employee will be entitled to no cash or other compensation in lieu thereof.

However, if the above-described written holiday utilization request is rejected by a supervisor, then the above-described 90 day period will be extended by 60 calendar days from the date that the 90th day expired. In such case, the employee will make the request for holiday utilization as described above. Rejection by supervision during the 60 calendar days extension period described herein will result in additional 60 calendar days' extension until use of the holiday time is either granted and utilized, or stricken from the employee's account as authorized herein.

However, in any instance where the employee has made a proper and timely written request to utilize a holiday, with his/her request being denied as described herein, the employee will not be compelled by supervision to utilize the holiday on a day which is unacceptable to the employee.

When an employee separates from City employment (for any reason) and has one or more accumulated holidays on account on the effective date of the separation, the accumulated holiday will be converted to cash at the hourly rate existing at the time of separation and in an amount equivalent to the number of hours constituting a “workday” at the time of separation.

In any instance where an employee works on a holiday, the employee may:

- a) Be paid holiday hours at straight time and bank hours worked as compensatory time at overtime hours.
- b) Be paid holiday hours at straight time and be paid hours worked at overtime rate.

17. JURY DUTY:

Employees are compensated for jury service of 10 work days per fiscal year. A “work day” is defined as a regularly scheduled day of work for the employee.

For all jury service, employees are required to deliver a jury duty certification form at the end of the required jury duty to verify such service. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time.

18. LABOR-MANAGEMENT COMMITTEE:

Beginning in 2016, on or about January and July, AFSCME representatives, Human Resources staff, and supervisors of the Public Works Department will meet to discuss issues affecting the AFSCME membership. Labor-Management meetings will not be mandatory; both parties agree that meetings will be held only if there are viable issues to discuss.

19. LIFE INSURANCE:

Employees are provided \$100,000 in group life insurance coverage. See Death Benefit Section of this MOU.

20. LONG TERM CARE THROUGH BENEFIT BANK/PAYROLL DEDUCTION:

Employees who are participants in the CalPERS Long Term Care Program may make payments to CalPERS for this benefit from payroll deductions. Maintenance of eligibility to participate in the Program will be the sole responsibility of the employee. The City will make this payment/payroll deduction plan available to employees at the earliest opportunity and may rescind this benefit upon 30 days written notice to employees.

21. LUNCH BREAK (EXTENDED):

Four (4) times per year, at the department director’s discretion, employees who elect to attend City designated events will be authorized to receive a 1-hour lunch break (i.e., regular 30 minute unpaid lunch break plus an additional 30 minute lunch break with no time deducted from the employee’s accrued leave account). One of the four times per year in which this benefit will be provided has been pre-authorized for use by the AFSCME for attendance by employees at a AFSCME meeting. The AFSCME will provide the department director with 14-calendar days written advance notice of the date of the AFSCME meeting.

22. MILEAGE REIMBURSEMENT:

Only employees authorized by their department director and who have provided the required vehicle insurance verification are eligible to receive mileage reimbursement.

The City uses the standard rate established by the Internal Revenue Service to calculate reimbursement for mileage.

23. OVERTIME:

Overtime will be calculated depending on the work schedule assigned to the employee as follows:

- ❖ For employees assigned a 4/10 work schedule, overtime shall be paid for hours worked in excess of forty (40) hours in a week.
- ❖ For employees assigned a 9/80 work schedule, overtime shall be paid for hours worked in excess of forty (40) hours in a week.
- ❖ For employees assigned a 5/40 work schedule, overtime shall be paid for hours worked in excess of forty (40) hours in a week.

24. RECRUITMENT INCENTIVE FOR RECOMMENDATION RESULTING IN SWORN NEW HIRE AS FOLLOWS:

- ❖ \$2,000 @ hire + \$500 @ completion of probation for entry level;
- ❖ \$4,000 @ hire + \$1,000 @ completion of probation for lateral.

25. REHIRE POLICY:

An employee who resigns from City employment and at the time of resignation is eligible for rehire, and who is, in fact, rehired not later than 6 months after the effective date of resignation and then employed in his/her former classification, or in a position within the classification series held at the time of resignation and in a comparable or lower rank, will serve the same probationary period that any new hire would otherwise serve and will be otherwise subject to all terms and conditions of employment applicable to any newly hired employee. The only exception will be that any employee rehired will have his/her seniority level and leave accrual rates determined based upon the number of years of service with the City of Chino prior to the resignation.

Employees rehired by the City under the City's Rehire Policy will be allowed to buy back any time cashed out at time of separation. This buy back will be at the hourly rate existing upon rehire. Sick Leave on record at the time of separation that was not compensated for will be reinstated.

26. RESPONSE TO DOCUMENTS PLACED IN EMPLOYEE PERSONNEL FILE:

An employee is limited to 30 calendar days from service of an adverse document in which to respond to said document placed in his/her Personnel File. If the employee, or the employee's representative, requires additional time to prepare a response, either party may, in writing, notify the Director of Human Resources and an additional 30 days extension will be granted.

27. RETIREMENT:

Retirement Plans – The City has a three-tier retirement plan as follows:

- A. Employees hired before the contract amendment with PERS, effective October 16, 2011, will continue to be eligible for the 2.7% at 55 Plan with the single highest year final compensation.
- B. Employees hired on or after the contract amendment with PERS, effective October 16, 2011, will be enrolled in the 2% at 55 Plan with a 3-year average final compensation.
- C. PEPRA – The retirement benefit formula for new member hired on or after January 1, 2013, is 2% per year at age 62 (2% @62). Final compensation for the purposes of calculating a new member's retirement allowance is equal to the new member's highest average PERS compensation for 36 consecutive months of employment.

All employee paid contributions will be made on a pre-tax basis, in accordance with IRS section 414 (h)(2) and PERS guidelines.

Fourth Level 1959 Survivor Benefit – The City will pay all costs associated with this benefit.

28. SAFETY INCENTIVE PROGRAM:

For any 3-month period, using the quarters of July – September; October – December; January – March; and, April – June, that affected employees as a group experience no work-related illness or injury, except for that requiring first aid treatment, affected employees will be credited with paid time off equal to one-half (½) of the number of hours of their regular assigned work schedule. This paid time off will be scheduled strictly at the discretion of the department director based on the operational needs of the City.

29. SALARY ADJUSTMENT:

All adjustments to an employee's salary will be made at the start of the pay period in which the salary adjustment becomes effective.

30. SEPARATION FROM CITY:

At the discretion and approval of the Department Director, employees may be allowed to extend their last day of employment through the use of leave time one (1) pay period beyond that day on which the employee actually reports to work.

31. SICK LEAVE:

Upon hire, employees will be credited with 30 hours or three (3) days of sick leave, whichever is greater, which can be used following the completion of 90 days of continuous full-time employment. Following the 90th day of employment, for each calendar month in which the employee is paid for more than two-thirds (2/3) of the working days in such month, employees accrue 10 hours of sick leave per month to a maximum accrual of 1,080 hours.

If an employee changes status (e.g. changes from full-time to part-time employment), or separates from this bargaining group, the employee will be subject to the new bargaining group's MOU or Summary of Benefits.

Upon notice of resignation or retirement from the City, any sick leave usage requested will require a doctor’s note or certification. If documentation is not received, the employee will not receive payment for any sick leave hours used.

32. SICK LEAVE BUY-BACK:

At separation of employment the City will buy back a percentage of the employee’s accrued sick leave hours, at the hourly base rate of pay at the time of separation. This benefit is contingent upon non-retirement, non-disciplinary separation, and completion of five (5) years of full-time City service. The percentage of Sick Leave Buy Back is:

| Completed Years of Service | % of Sick Leave Converted to Compensation |
|----------------------------|---|
| 5 years | 30% |
| 10 years | 35% |
| 15 years | 40% |
| 20 or more years | 45% |

The City will buy back accrued sick leave at 100% for any service or disability retirement following five (5) years of continuous full-time service with the City as the final employer.

33. SICK LEAVE CONVERSION TO PERSONAL LEAVE:

For employees who have earned sick leave accrual benefits for one (1) full fiscal year, Sick Leave may be converted to Personal Leave in accordance with the following schedule:

| A Sick Leave Days (10 hours) Earned | B Annual Sick Leave Days (10 hours) used | C Personal Leave Days (8 hours) Conversion | D Up to 56 hours of Sick Leave in excess of 960 hours limit Converted to Pay |
|---|--|--|--|
| 12 days (120 hrs) | 0 | 8 days (64 hrs) | 0+64+56=120 hrs |
| 11 days (110 hrs) | 1 day (10 hrs) | 7 days (56 hrs) | 10+56+54=120 hrs |
| 10 days (100 hrs) | 2 days (20 hrs) | 6 days (48 hrs) | 20+48+52=120 hrs |
| 9 days (90 hrs) | 3 days (30 hrs) | 5 days (40 hrs) | 30+40+50=120 hrs |
| 8 days (80 hrs) | 4 days (40 hrs) | 4 days (32 hrs) | 40+32+48=120 hrs |
| 7 days (70 hrs) | 5 days (50 hrs) | 3 days (24 hrs) | 50+24+46=120 hrs |
| 6 days (60 hrs) | 6 days (60 hrs) | 2 days (16 hrs) | 60+16+44=120 hrs |

Personal Leave must be taken as time off with department director approval and may not be carried from one fiscal year to another. Personal Leave that is not used will be credited to sick leave at the end of a fiscal year if said credited hours do not exceed the 1,080 hours sick leave limit.

34. SICK LEAVE PROGRAM:

Employees having in excess of 960 hours of accumulated sick leave on the last pay period in June will be paid in the final paycheck of the fiscal year, an amount computed at the then existing hourly rate for each hour in excess of 960 hours, up to a maximum of 56 hours.

35. SPECIAL ASSIGNMENTS:

Employees will be subject to mandatory transfers into “Special Assignments” to meet the operational needs of the City (excepting positions requiring an official Police Background be conducted, which remain subject to voluntary transfer). Training will be provided, as needed, to assist in the transition of acquiring new duties and responsibilities. If an employee has a specific concern relative to the “Special Assignment” he/she has been chosen to fill, a discussion will be held that may include the affected employee, his/her representative, the Director of Human Resources/Risk Management and any other relevant party.

An employee will experience no change in compensation if the “Special Assignment” is deemed to be set at a lower pay grade than the employee is currently earning. If an employee is placed in a position at a higher pay grade than the employee is currently earning, this will be deemed to be “Acting Duty” and will be compensated in accordance with the City’s Rules regarding “Acting Duty” status. The period over which “Acting Duty” can be continued will not be limited by the timeline set in the Personnel Rules. An employee on “Special Assignment” will not be placed on probationary status. The length of time to be worked in a “Special Assignment” is undetermined; however, an employee, or his/her representative, may periodically request a status report as to the anticipated continuation of his/her “Special Assignment” job.

An employee demonstrating a bona fide inability to perform the duties of the “Special Assignment” (i.e., not performing at a satisfactory or better level) will not be subject to termination if said substandard performance is based on a lack of job skill or a disability.

36. STANDBY PAY AND CALL BACK TO DUTY COMPENSATION:

Three (3) hours of straight time compensation per 24 hours of Standby duty are provided. Employees who are required to be on Standby duty will be paid at one and one-half (1-1/2) times their hourly base rate of pay with a two (2) hour minimum guarantee for actual time worked in response to a Call Back while on Standby duty, except when the Call Back falls on a City designated holiday, in which case the employees will be paid at one and one-half (1-1/2) times their hourly base rate of pay with a three (3) hours minimum guarantee. A maximum of 30 minutes driving time each way is included within actual time worked.

Pre-scheduled service checks, authorized by the department director or his/her designee, will be paid at the rate of one and one-half (1-1/2) times and has no effect on the two (2) hours (or on holidays, three (3) hours) Standby duty pay. Work hours for pre-scheduled service checks will not include time spent in traveling to and from the worksite unless a duty vehicle has been assigned for purposes of responding to call out.

37. TOOL ALLOWANCE:

Employees holding the position classification of Equipment Mechanic and Lead Equipment Mechanic will receive reimbursement for replacement tools or specialty tools approved by his/her supervisor prior to the purchase of the tool. Employees are required to submit a receipt for reimbursement.

Reimbursement per fiscal year is as follows:

- ❖ \$600 for fiscal year 2019/2020
- ❖ \$675 for fiscal year 2020/2021
- ❖ \$725 for fiscal year 2021/2022
- ❖ \$750 for fiscal year 2022/2023

38. TRAINING FOR CLASS “A” DRIVER LICENSE:

Employees who must keep a Class “A” Driver’s License as part of their job requirements will be provided with training by the City either onsite during regular work hours or through a training program taken on the employee’s own time, but with tuition expenses paid for by the City. The determination as to whether training will be provided onsite during regular work hours, or taken on the employee’s own time, but at the City’s expense, will be solely at the discretion of the City. The City takes no responsibility for the employee passing the necessary tests to qualify for a Class “A” Driver’s License and provision of this benefit does not guarantee an employee regular placement in a position if the employee does not qualify and obtain a Class “A” Driver’s License prior to the end of his/her probationary period.

39. TUITION REIMBURSEMENT:

Effective July 1, 2015 full-time, non-probationary employees enrolled in an accredited college/university degree program or professional development courses, are eligible for tuition reimbursement up to a maximum of \$3,000 per fiscal year upon successfully completing coursework with a minimum grade of “C.” Certain “Pass” only courses may be eligible. A Tuition Reimbursement Form and required documentation must be received by the Human Resources Department no later than 60 calendar days after the course completion date. A college or university shall be defined as an institution accredited by the Western Association of Schools and Colleges Senior College and University Commission (WASC), the Accrediting Commission for Community and Junior Colleges (ACCJC), Northwest Commission on Colleges and Universities (NWCCU), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Middle State Commission on Higher Education (MSCHE), New England Association of Colleges and Schools (NEASC) or an institution listed on the Higher Learning Commission (HLC). Other accreditations may be eligible upon review by the Human Resources Department.

The non-probationary status requirement does not pertain to those full-time employees who are considered to hold probationary status due to a promotion into a new position in the City. Any employee promoting from a part-time position to a full-time position are not eligible until they successfully pass probation.

Eligibility to receive tuition reimbursement shall be conditioned upon a determination by the Department Director that the major in which a degree is being pursued or professional development courses are in a field of protocol reasonably likely to enhance the employee’s job performance or promotional advancement within the City.

Reimbursable expenses will include books, tuition, parking, and registration/enrollment fees. Items such as paper, pens, notebooks and printing fees will not be eligible. Health-related fees,

“gym” fees and other miscellaneous fees, whether billed as “tuition” or otherwise required of the institution are not eligible.

Upon request, an employee may be granted a “hardship waiver” for tuition if he/she acknowledges he/she has a financial hardship to pay for tuition. Should such a waiver be approved, the City will advance the cost of tuition fees only (not including health or other non-tuition fees) up to 75% of the cost of tuition. Within 30 days of completion of the course(s), employee is to provide proof of completion with a grade of “C” or better to Human Resources.

Employees agree to complete one (1) year of service with the City from the date of completion of their coursework or they will be required to reimburse the City for funds distributed.

40. UNIFORMED PERSONNEL:

Refer to attached Exhibit B for eligibility. Employees agree to accept only those uniforms needed and will return any unused uniforms to the City. Shirts, pants, sweatshirts, jackets and hats shall be returned to the employee’s department supervisor for replacement as needed.

Effective March 2013, the City will report to CalPERS the monetary value for providing and maintaining the employee’s required uniforms. The uniform allowance reported will be derived from the City’s total calendar year costs for providing and maintaining the employees’ uniforms, not to exceed \$1,000 per fiscal year per employee, and will be reported on a bi-weekly basis.

See also Work Boots & Work Shoes.

41. UNION BUSINESS:

Union members are provided with 24 hours of paid leave per fiscal year, to attend training or other related business in the interests of AFSCME, at times authorized by the City. In years during which negotiations for a successor MOU occurs, an additional 6 hours for a total of 30 hours of paid leave will be made available to AFSCME members. These hours do not accumulate and cannot be carried over from one fiscal year to the next.

42. UNION REPRESENTATION - REQUEST FOR DECERTIFICATION:

The City will amend its language as found in Resolution 85-53 to read as follows:

A Decertification petition alleging that the incumbent recognized employee organization no longer represents a majority of employees in the recognized unit must be filed with the Director of Human Resources no later than six (6) months (180 days) prior to the expiration of the Memorandum of Understanding then in effect. A Decertification Petition must be filed by two (2) or more employees or their representative, or an employee organization, and will contain the following information and documentation declared by the duly authorized signatory under penalty of perjury to be true, correct and complete:

- a. The name, address and telephone number of the petitioner(s) and a designated representative authorized to receive notices or requests for further information.

- b. The name of the established represented unit and the incumbent recognized employee organization sought to be decertified as the representative of that unit.
- c. Proof that the incumbent recognized employee organization no longer represents more than 50% of the employees in the represented unit, and any other relevant and material facts, including verification that more than 50% of the represented unit no longer desire to be represented by the recognized employee organization.

Such proof will be submitted for verification to the Director of Human Resources. All signatures on the Decertification Petition will indicate the date when signed by the employees. All signatures on the Petition will be obtained within one month (30 days) prior to filing the Decertification Petition with the Director of Human Resources.

If an accompanying Request for Recognition is filed, and decertification of the incumbent recognized employee organization is made, such documentation will also determine the wishes of employees as to the question of representation.

43. VACATION LEAVE:

Maximum accrual of vacation is 400 hours. Upon termination of employment, accrued vacation will be paid at the employee’s then existing hourly rate of pay. New employees with less than six (6) months of City service are ineligible to receive Vacation Leave buy back. It is the responsibility of employees to schedule vacation time off for rest and recuperation in order that earned vacation time in excess of 400 hours will not be removed from the records.

| Months of Completed Service | Annual Vacation Accrual |
|-----------------------------|--|
| 6-24 | 12 days p/year (10.0000 hours p/month) |
| 25-48 | 15 days p/year (12.5000 hours p/month) |
| 49-108 | 18 days p/year (15.0000 hours p/month) |
| 109-120 | 19 days p/year (15.8333 hours p/month) |
| 121+ | 20 days p/year (16.6666 hours p/month) |

44. VACATION LEAVE CONVERSION:

Employees who have accrued a minimum of 120 hours of Vacation Leave may convert a maximum of 80 hours of Vacation Leave to pay per fiscal year. Employees may convert leave to pay in April and/or November of each year, calculated at the employee’s hourly base rate of pay at the time of conversion. Six (6) months prior to date of conversion, half the number of accrued leave hours requested excluding sick leave, must have been taken as time off. Note: usage requirement will be waived for “activated” military personnel.

45. WORK BOOTS AND WORK SHOES:

All employees covered under this agreement will receive a \$250 boot allowance in their first paycheck in January. These funds will be used by the employee for the purchase of safety-rated work boots or work shoes. Employees are required to wear and maintain work boots/work shoes in conformance with OSHA regulations and City appearance standards.

46. WORK SCHEDULE:

The City shall establish work schedules as may be necessary for efficient and economical provision of services for the public and to make such adjustments in work schedules as are, from time to time, required.

The Fair Labor Standards Act defines a work period as a regularly recurring period of 168 hours in seven consecutive 24-hour periods. The 7-day work period need not coincide with the calendar week. For purposes of this Agreement, the 7-day work period begins at midnight each Monday and ends at 11:59pm the following Sunday.

Employees of this Union shall work a forty (40) hour work week under either a 4/10, 9/80 or 5/40 schedule.

- ❖ Employees assigned a 4/10 work schedule shall work four (4) consecutive work days of ten (10) working hours each excluding the meal period, followed by three (3) consecutive days off.
- ❖ Employees assigned a 9/80 work schedule shall work eight (8) work days of nine (9) hours each, and one (1) day of eight (8) hours, exclusive of the meal period. The designated Fair Labor Standards Act (FLSA) workweek shall begin exactly four hours after the start of his/her 8-hour shift on the day of the week that corresponds with the employee's alternating regular day off.
- ❖ Employees assigned a 5/40 work schedule shall work a week of five (5) consecutive work days of eight (8) hours each within a seven (7) day period and two (2) consecutive days off.

47. WORKERS' COMPENSATION PROGRAM:

Whenever any employee of the City is disabled whether temporarily or permanently by injury or illness arising out of, and in the course of, his/her duties the employee will be compensated as follows: On the first, second, and third day of the injury employees will use accrued Sick Leave, Vacation Leave, Floating Holiday Leave, and/or Compensatory Time off for full salary continuance.

Commencing the fourth day of the injury, the City will continue the employee's salary at a rate of 66-2/3% of the current monthly salary, less any applicable deductions (i.e., credit union, health insurance coverage), for a period not to exceed 12 months. If the disability extends for a period beyond 14 calendar days the City will credit the employee for the first 3 days of Sick Leave used. If hospitalization is required the first, second, and third days salary are paid by the City through the Workers' Compensation program.

48. WORKERS' COMPENSATION PREMIUM PAYMENT:

In the event that a work-related illness or injury results in a permanent disability settlement, the City will provide a 10% premium benefit payment provided the following occurs:

- That the Workers' Compensation Appeals Board approves the total settlement, including the 10% premium benefit.

- That neither a “Notice of Claim” nor “Application for Adjudication of Claim” will have been filed or served against the City of Chino.
- That the injured employee has diligently sought medical attention as prescribed by the treating physician(s) approved by the City.
- That the injured employee and the City have employed the guidance of the State Department of Industrial Relations Office of Information and Assistance to resolve any outstanding issues or misunderstandings.

Representation is a legal right recognized by statutory law. Nothing precludes an employee from retaining legal counsel or representation; however, the premium benefit offered is only available in cases handled without the involvement of legal counsel. This is done in recognition of the cost savings that result in non-litigated cases that can be passed on to the ill or injured worker.

49. SAVINGS CLAUSE:


Should any clause in this Memorandum of Understanding be held invalid by a court of competent jurisdiction, then only that clause will be stricken and the remainder of the Memorandum of Understanding will be in full force and effect. The City and the AFSCME will immediately commence to negotiate for the purpose of replacing any invalid or illegal provision. However, no such replacement is mandated.

50. MAINTENANCE OF EXISTING BENEFITS:

All wages, hours and other terms and conditions of employment not specifically altered by this Agreement and presently enjoyed by the employees will remain in full force and effect during the term of this agreement unless mutually agreed to the contrary by both the City and the AFSCME or determined by a court of law to be unlawful.

51. IMPLEMENTATION:


The terms of this Memorandum of Understanding are subject to consideration and approval by the City Manager of the City of Chino and will only be implemented upon approval by the City Council.



Salvatore Parra, President
AFSCME Local 3183

10/2/19


Date



Carlos Gaytan, Vice President
AFSCME Local 3183

10/2/19

Date



Matthew Ballantyne, City Manager
City of Chino

10.3.19

Date



Anthony Arroyo, Director of HR/Risk Mgmt.
City of Chino

10/6/19

Date



Andy Llamas, Treasurer
AFSCME Local 3183

10/2/19

Date



Jose Reyes, Member
AFSCME Local 3183

10/2/19

Date



Luis Schmidt
AFSCME D.C. 36 Representative

9-30-19

Date

RESOLUTION NO. 2003-11

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHINO, CALIFORNIA, RESCINDING AND REPLACING RESOLUTION NO. 98-39 PERTAINING TO THE PROCEDURE FOR DISCIPLINARY ACTION AND DISCIPLINARY APPEAL

WHEREAS, the City Council has established a procedure for Disciplinary Action and Disciplinary Appeal through the adoption of Resolution No. 98-39; and

WHEREAS, recent case law has further defined the methods for selection of Hearing Officers; and

WHEREAS, the City Council wishes to amend the current Disciplinary Appeal process in keeping with case law as it relates to the selection of Hearing Officers.

NOW, THEREFORE, the City Council of the City of Chino, California, does hereby resolve as follows:

Resolution No. 98-39 is rescinded in its entirety and Sections 3 through 5 of Rule XIV of Resolution No. 85-52 are amended as follows:

SECTION 3. Notification of Proposed Disciplinary Action:

- A. No Disciplinary Action (other than a Written Reprimand for a non-sworn employee) may be imposed on an employee without compliance with the procedures set forth in this Rule.
- B. When Disciplinary Action (other than a Written Reprimand for a non-sworn employee) is proposed, Written Notice will be provided to the employee which must contain the following information:
 - a) The identity of the supervisor or Department Director proposing the discipline;
 - b) What the proposed Disciplinary Action is, and the date and time it is proposed to become effective;
 - c) The specific grounds for the proposed Disciplinary Action including a description of the employee's acts and/or failures to act which are the basis for the proposed Disciplinary Action;
 - d) A copy of all materials and documents on which the proposed Disciplinary Action is based; and

e) Notice that the employee has the right to present to the Department Director argument and/or documents against the proposed discipline prior to its imposition by:

- a) Filing a Written Response to the Written Notice; or
- b) Scheduling a meeting with the Department Director

within 5 work days following receipt of the Written Notice.

C. After considering the employee's evidence and/or arguments against the proposed Disciplinary Action (if any is offered) the Department Director may:

1. Overrule; or
2. Modify; or
3. Impose

the proposed Disciplinary Action and then notify the employee in writing of the determination within 5 work days, following receipt of the employee's Written Response or date of meeting with the employee. If no evidence and/or arguments are offered by the employee, the Department Director will make a decision based on the available information.

4. If the Department Director imposes discipline, the date and time when it will become effective will be noted in a Written Determination which the Department Director will provide to the employee.

SECTION 4. Public Safety Officers' Procedural Bill of Rights Act:

Nothing in this Rule shall be construed to waive any rights of an employee held pursuant to the Public Safety Officers' Procedural Bill of Rights Act (Government Code Section 3300, et. Seq.).

In the event that a sworn Officer receives disciplinary action consisting of a Written Reprimand, or Oral Reprimand, the sole and exclusive procedure for appealing said discipline is as follows:

Within 5 work days of the time a Written Reprimand or Oral Reprimand is issued, the employee is entitled to a non-evidentiary meeting with the supervisor who issued the disciplinary action.

The purpose of this administrative appeal is to afford the employee an opportunity to be heard by the supervisor as to why the employee believes the discipline should be revoked or modified. The employee may be heard orally or in writing. The supervisor will have 10 work days to respond to the employee. If the supervisor does not respond within 10 work days of the administrative appeal meeting, the original disciplinary action shall be deemed unchanged.

If the matter is not resolved to the aggrieved employee's satisfaction, within 10 work days of the supervisor's response to the employee's appeal, or 10 work days after the time for the supervisor to respond has passed, the employee will then be entitled to a non-evidentiary meeting with the Chief of Police. The purpose of this administrative appeal will be to afford the employee an opportunity to be heard by the Chief of Police as to why the employee believes the discipline should be revoked or modified. The employee may be heard orally or in writing. The Chief of Police shall have 10 work days to respond to the employee. If the Chief of Police does not respond within 10 work days of the administrative appeal meeting, the original disciplinary action will be deemed unchanged.

The determination of the Chief of Police will be final, binding and conclusive. There will be no other administrative method to appeal the determination of the Chief of Police.

SECTION 5. Relieving from Duty:

An employee may be relieved from duty pending an investigation of his/her acts and/or failures to act which may be grounds for Disciplinary Action. The relieving of an employee from duty is not a disciplinary act. The employee will be considered on a leave of absence with pay for purposes of salary, benefits, and service time.

SECTION 6. Disciplinary Appeal:

A. Appeal

An employee against whom Disciplinary Action has been taken may appeal such action to the City Manager by filing a written Notice of Appeal with the City Manager within 10 work days from the effective date of the Disciplinary Action.

The Notice of Appeal shall be signed by the employee or his/her representative and shall contain:

1. A statement describing the specific basis of the employee's appeal;
2. The corrective action requested; and
3. The address to which further correspondence should be sent.

Failure of the employee to file a timely appeal will constitute a waiver of the employee's right to a Hearing.

The City Manager, or a Hearing Officer appointed by the City Manager from the American Arbitration Association, shall schedule a Hearing on the employee's appeal within 30 calendar days of receipt of the employee's written Notice of Appeal.

B. Appeal Hearing

The employee may be represented by an attorney, an employee relations professional, or representative of the recognized employee association of which the employee is a member.

Each party shall be given a reasonable opportunity to be heard on relevant issues and will have the right to cross-examine witnesses.

The City shall have the burden of going forward and the burden of proof. The burden of proof shall be a preponderance of the evidence.

Compliance with the technical rules of evidence applied in a court of law will not be required. Oral evidence will be taken under oath. Hearsay evidence will be admissible, but will not be sufficient alone to support a finding unless it would be admissible over objection in civil actions. Immaterial, irrelevant or unduly repetitious evidence may be excluded. The rules of privilege shall apply.

If the employee does not testify in his/her own behalf, he/she may be called and examined as if under cross-examination.

C. Findings

1. If the Hearing is conducted by the City Manager, the City Manager will prepare Written Notice as to whether the Disciplinary Action is:
 - a. Affirmed, or
 - b. Modified, or
 - c. Reversed, or
 - d. Increased
2. The Written Notice will also contain a Notice of Decision and Findings of Fact. Copies shall be sent to the employee, his/her representative, if any, the Department Director, and the Director of Human Resources/Risk Management.
3. If the Hearing is conducted by a Hearing Officer, he/she shall prepare a Written Recommendation to the City Manager as to whether the Disciplinary Action shall be Affirmed, Modified, Reversed or Increased and will contain a Notice of Decision and Findings of Fact. Copies shall be sent to the employee, his/her representative, if any, the Department Director, and the Director of Human Resources/Risk Management.
4. The decision of the City Manager will be sent to the employee, his/her representative, if any, the Department Director, and the Director of Human Resources/Risk Management, no later than 30 calendar days from the conclusion of the Hearing. If the Hearing is conducted by a Hearing Officer, the conclusion of the Hearing will be the date that the Written Recommendation is received by the City Manager from the Hearing Officer. In all cases the decision of the City Manager will be final and conclusive.
5. If the City Manager does not adopt the recommended decision of the Hearing Officer, the City Manager will review the transcript of the Hearing and give both sides an opportunity to present oral argument, not to exceed 30 minutes, to him/her before making a final decision.

- 6. If a Hearing Officer is selected to conduct the Hearing, that Hearing Officer will be ineligible to hear any other case for the City for a minimum of 18 months after the Hearing Officer renders a Written Recommendation to the City Manager.

APPROVED AND ADOPTED THIS 4th DAY OF MARCH, 2003.



 EUNICE M. ULLOA, MAYOR
 CITY OF CHINO, CALIFORNIA

ATTEST:

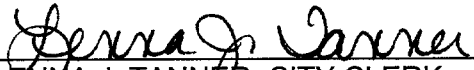


 LENNA J. TANNER, CITY CLERK
 CITY OF CHINO, CALIFORNIA

STATE OF CALIFORNIA)
 COUNTY OF SAN BERNARDINO))
 CITY OF CHINO)

I, Lenna J. Tanner, City Clerk of the City of Chino, California, do hereby certify that the foregoing Resolution No. 2003-11 was duly and regularly introduced, passed and adopted by the City Council of the City of Chino, California, at a regular meeting of said City Council held on the 4th day of March, 2003.

| | | |
|---------|------------------|--------------------------------------|
| AYES: | COUNCIL MEMBERS: | ULLOA, DUNCAN, ELROD, HAUGHEY, YATES |
| NOES: | COUNCIL MEMBERS: | NONE |
| ABSENT: | COUNCIL MEMBERS: | NONE |



 LENNA J. TANNER, CITY CLERK
 CITY OF CHINO

EXHIBIT B - UNIFORMS FOR AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME)

| Eligible Positions | Maintenance Worker Water Distribution Operator Water Quality Technician Water Systems Operator | Asst. Water Utilities Supervisor Maintenance Lead Worker Water Distribution Lead Operator | Lead Equipment Mechanic Equipment Mechanic | Customer Service Rep. Lead Customer Service Rep. | Bldg. Maintenance Worker Facilities Worker |
|---|---|--|--|--|---|
| Description of Required Uniforms | Combination of up to 10 shirts or button up rental uniform shirts; duty personnel may have up to 12 shirts and 1 extra jacket. Combination of up to 10 shorts/long pants; 1 regular hat; 1 summer hat; 1 sweatshirt; 1 jacket. Color to be determined by department. | Combination of up to 10 shirts or button up rental uniform shirts; duty personnel may have up to 12 shirts and 1 extra jacket. Combination of up to 10 shorts/long pants; 1 regular hat; 1 summer hat; 1 sweatshirt; 1 jacket. Color to be determined by department. | Combination of up to 10 shirts or button up rental uniform shirts; combination of up to 10 shorts/long pants; 1 regular hat; 1 sweatshirt; 1 jacket. Color to be determined by department. | Combination of up to 5 polo shirts (long sleeve and short sleeve button down shirts or other City approved shirts) with logo on left sleeve, first name on right label and title on left label. Combination of up to 5 shorts/long pants; 1 straw hat or hat per fiscal year to be replaced upon supervisor's approval; 1 sweatshirt; 1 jacket with City logo on left sleeve and color to be determined by department. | Combination of up to 5 shirts or 9 rental shirts (which include polo shirts or rental uniform shirts) with logo on left sleeve, first name on right label, and title on left label. Combination of up to 9 flat front Dickie or similar style shorts, uniform long pants or cargo shorts for work-related purposes; up to 4 hats; 1 sweatshirt and 1 jacket with City logo on left sleeve and color to be determined by department. |
| T-Shirt Long Sleeve or Short Sleeve (City-owned) | Up to 10* per fiscal year | Up to 9* per fiscal year | Up to 10 per fiscal year | N/A | Up to 10 grey shirts per fiscal year |
| Button Up Uniform Shirt | Up to 10* per fiscal year | At least 1 and up to 10* per fiscal year | Up to 10 per fiscal year | N/A | Up to 9 per fiscal year |
| Polo Shirt (City-owned) | Up to 5 per fiscal year | N/A | N/A | Up to 5 per fiscal year | Up to 5 per fiscal year |
| Combination Pants/Shorts | Up to 10 per fiscal year | Up to 10 per fiscal year | Up to 10 per fiscal year | Up to 5 per fiscal year | Up to 9 per fiscal year |
| Hats | 2 per fiscal year | 2 per fiscal year | 1 as needed | 1 per fiscal year | Up to 4 per fiscal year |
| Sweatshirt (City-owned) | 1 per fiscal year | 1 per fiscal year | 1 per fiscal year | 1 as needed | 1 as needed |
| Jackets (City-owned) | 1 as needed | 1 as needed | 1 as needed | 1 as needed | 1 as needed |
| Short-Sleeve Button Down Shirts | N/A | N/A | N/A | Up to 5 per fiscal year | N/A |
| Long-Sleeve Button Down Shirts | N/A | N/A | N/A | Up to 5 per fiscal year | N/A |
| Grey T-Shirt Short Sleeve | N/A | N/A | N/A | Up to 5 per fiscal year | N/A |
| Grey T-Shirt Long Sleeve | N/A | N/A | N/A | Up to 5 per fiscal year | N/A |
| Raingear, gloves, safety glasses and safety sunglasses (Non-PERSable) | 1 of each per fiscal year | 1 of each per fiscal year | 1 of each per fiscal year | N/A | 1 of each per fiscal year |

*Duty Personnel may have up to a total of 12 shirts (t-shirts and uniformed shirts combined) and 1 jacket.