

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE
AMENDING THE MEMORANDUM OF UNDERSTANDING ON SALARIES, WAGES, AND
FRINGE BENEFITS FOR THE TERM 2015-2017 BY AND BETWEEN THE GARDEN
GROVE CHAPTER OF THE ORANGE COUNTY EMPLOYEES' ASSOCIATION AND THE
CITY OF GARDEN GROVE

WHEREAS, the Garden Grove Chapter of the Orange County Employees' Association expressed interest in adding a third year to their Memorandum of Understanding;

WHEREAS, the City Council of the City of Garden Grove is amenable to adding a third year to the Association's Memorandum of Understanding;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDEN GROVE DOES HEREBY RESOLVE:

Section 1. The Memorandum of Understanding on Salaries, Wages and Fringe Benefits 2015-2017, by and between the Garden Grove Chapter of the Orange County Employees' Association and the City of Garden Grove as approved and adopted by City Council Resolution No. 9334-15 is hereby amended as follows:

A. The term of this MOU shall be extended one full year, i.e., the new term of the MOU shall be July 1, 2015 through June 30, 2018.

B. Article II, Section 1 ("Wages") is amended to read as follows:

During the term of this MOU there will be no across the board adjustment to base salary.

Effective on the first day of pay period following July 1, 2017, a new step (Step "H") will be added to the salary schedule. Step "H" will be four percent (4%) higher than Step "G". All members of the bargaining unit, who were on Step "G" for twelve months or more on July 1, 2017, will be eligible to move to Step "H" (assuming they are eligible for a salary merit increase in accordance with the Salary Step Increase provision below in Article II, Section 2) on the first day of the pay period following July 1, 2017. Any member of the unit who was at Step "G" for less than 12 months on July 1, 2017, will be eligible to move to Step "H" in accordance with the Salary Step Increase provision below in Article II, Section 2.

C. Article III, Section 4 ("City Fringe Benefit Contribution") is amended to read as follows:

Effective July 1, 2015, the City will no longer use a Fringe Benefit Formula but rather flat rate contributions towards the City's cafeteria benefits.

a. FRINGE BENEFIT CONTRIBUTIONS EFFECTIVE JANUARY 1, 2016:

Employee only	\$565 per month
Employee plus 1	\$997 per month
Employee and full family	\$1285 per month
Waiver of Coverage	\$205 per month

b. FRINGE BENEFIT CONTRIBUTIONS EFFECTIVE JANUARY 1, 2017:

Employee only	\$625 per month
Employee plus 1	\$1075 per month
Employee and full family	\$1375 per month
Waiver of Coverage	\$205 per month

c. FRINGE BENEFIT CONTRIBUTIONS EFFECTIVE JANUARY 1, 2018:

Employee only	\$655 per month
Employee plus 1	\$1120 per month
Employee plus 2 or more	\$1400 per month
Waiver of Coverage	\$205 per month

Adopted this ____ day of _____, 2016.

ATTEST:

/s/ KATHLEEN BAILOR
CITY CLERK

/s/ BAO NGUYEN
MAYOR