

CITY COUNCIL RESOLUTION NO. 22-83

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ADOPTING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IRVINE AND THE IRVINE CITY EMPLOYEES ASSOCIATION (ICEA), AND SUPERSEDING ALL PREVIOUS ICEA MEMORANDUMS OF UNDERSTANDING, EFFECTIVE THE PAY PERIOD THAT INCLUDES NOVEMBER 12, 2022

WHEREAS, the City of Irvine (City) and the Irvine City Employees Association (ICEA) have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act and City Council Resolution No. 341; and

WHEREAS, the City and ICEA have reached agreement on wages, benefits, hours, and other conditions of employment for the period of November 12, 2022, through June 30, 2026; and

WHEREAS, a previous Memorandum of Understanding between the City of Irvine and the ICEA was adopted by the City Council pursuant to Resolution No. 22-54.

NOW, THEREFORE, the City Council of the City of Irvine DOES HEREBY RESOLVE that the 2022–2026 Memorandum of Understanding, attached hereto as Exhibit A, between the City and ICEA is approved and adopted. The compensation policy provided for by this resolution shall be operative from and after 12:01 a.m. on the twelfth day of November 2022, unless otherwise stated. All previous resolutions are hereby repealed effective on the operative date of this resolution.

PASSED AND ADOPTED by the City Council of the City of Irvine at a special meeting held on the 8th day of November 2022.


MAYOR OF THE CITY OF IRVINE

ATTEST:


CITY CLERK OF THE CITY OF IRVINE

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF IRVINE)

I, CARL PETERSEN, City Clerk of the City of Irvine, HEREBY DO CERTIFY that the foregoing resolution was duly adopted at a special meeting of the City Council of the City of Irvine, held on the 8th day of November 2022.

AYES: 4 COUNCILMEMBERS: Agran, Kim, Kuo and Khan

NOES: 0 COUNCILMEMBERS: None

ABSENT: 1 COUNCILMEMBERS: Carroll

ABSTAIN: 0 COUNCILMEMBERS: None



CITY CLERK OF THE CITY OF IRVINE

MEMORANDUM OF UNDERSTANDING
BETWEEN
IRVINE CITY EMPLOYEES ASSOCIATION
AND
CITY OF IRVINE
NOVEMBER 12, 2022 TO JUNE 30, 2026

EXHIBIT A

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MEMORANDUM OF UNDERSTANDING
BETWEEN
IRVINE CITY EMPLOYEES ASSOCIATION
AND
CITY OF IRVINE
NOVEMBER 12, 2022 to June 30, 2026

Article 1 - Preamble

This Agreement is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500 et seq.) and City Resolution No. 341, for the purpose of memorializing the Agreements reached between the City and Irvine City Employees Association (ICEA) as part of the meet-and-confer process, in order to provide harmonious relations, cooperation and understanding between the City and its employees.

Article 2 - Recognition

ICEA is hereby acknowledged as the exclusive Recognized Employee Organization representing the employees in the classifications listed in Attachment I (Full-time, hourly, non-sworn, non-confidential employees).

Article 3 - Purpose

The parties agree that the purpose of this Agreement is: to promote and provide harmonious relations, cooperation and understanding between the City and the employees covered herein; to provide an orderly and equitable means of resolving differences which may arise under this Agreement, and to set forth the full agreements of the parties reached as a result of meeting and conferring in good faith regarding matters within the scope of representation for employees represented by the ICEA.

Article 4 - Scope

The scope of representation shall include all matters relating to employment conditions and employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment, except, however, that the scope of representation shall not include consideration of the merits, necessity, or organization of any service or activity provided by law or executive order.

Article 5 - City Rights

The City retains all rights it had prior to this Agreement except those rights specifically delegated by this Agreement, provided the City shall exercise those rights in compliance with applicable state law, the City Charter, and the provisions of this Agreement.

Except as expressly limited by this Agreement, the City retains the exclusive right (a) to direct employees of the City; (b) to hire, promote, transfer and assign employees to positions within the City; (c) to dismiss employees because of lack of work; (d) to reprimand, demote, suspend or discharge employees for proper cause as provided by City Ordinance; (e) to determine the mission of the City and its various departments, its budget, its organization, the number of employees, and the methods and technology for performing its work; and (f) to take whatever action may be appropriate to carry out its mission in situations of emergency. The parties further understand that all rights not clearly and expressly limited by this Agreement are specifically reserved to the City, even though not enumerated.

Article 6 - Employee Rights

The City shall not hinder, interfere, intimidate, restrain, discriminate, coerce, or discipline any employee for exercising any rights or benefits provided in this Agreement or law.

Article 7 - Association Rights

ICEA shall notify the City in writing of the names of its representatives as follows: Consultant, Officers, Bargaining Committee Members, and Departmental Representatives.

The City shall provide ICEA on a monthly basis, if changes occur, with the following: A list of employees in the classifications set forth in Attachment 1; the names of new hires, promotions, and terminations in the classifications set forth in Attachment 1; City of Irvine job postings; and copies of current salary schedules. On a quarterly basis, the City will provide ICEA with names and home addresses of all ICEA-represented employees. This information is for the confidential use of ICEA and the City shall not be responsible and will be held harmless by ICEA for inappropriate release of this information by ICEA. Upon written request, the ICEA shall receive available information relating to contract administration and fringe benefits including pension and insurance plans.

The City shall make available reasonable bulletin board space in designated employee areas for the use of ICEA to post notices relating to matters of interest to ICEA and to the employees. Areas will include the employee lounge, one locked bulletin board at the Operations Support Facility, and one coffee/copy center in each major department.

A reasonable number of employees shall be entitled to leave their work during working hours without loss of pay for reasonable periods of time, with prior approval of their supervisor, for purposes of participation in the meet-and-confer process.

A designated ICEA representative shall be entitled to leave his/her work during working hours without loss of pay for reasonable periods of time, with prior approval of their supervisor for purposes of reviewing and processing grievances.

ICEA staff may have access to ICEA members providing that supervisors are notified prior to a meeting being scheduled and that meetings held will not interfere with work.

In order to allow the Association an opportunity to handle the business affairs of its members, the City shall, at the beginning of each calendar year, establish a time bank of 220 hours to be used by board members as authorized by the Association president, for training, grievances, board meetings, etc. The Association agrees the effective operation of the City departments are not to be adversely affected by the use of the time bank by the association members. No overtime will be paid for an employee to fill in for another using the time bank. Hours from the time bank will not be cumulative from year to year. Time for meet-and-confer preparation and meetings and/or attendance at special meetings called by the City shall not be charged against the time bank.

The City shall allocate office space to ICEA in the Civic Center at no cost to ICEA. At the orientation of new employees, a City-approved ICEA informational packet will be provided to those who would be eligible to join ICEA. In addition, ICEA and/or its representative will be provided with the opportunity to have 10-minute access to employees in ICEA-represented positions during new employee orientation.

Article 8 - Payroll Deductions

The City will, during the term of this Agreement, deduct bi-weekly dues and other fees as specified by ICEA under the authority of a membership application signed by each participating employee which shall be approved by ICEA and remitted promptly to the Payroll Office.

Article 9 - Quarterly City-ICEA Meetings

The City's designated management staff shall meet with the ICEA President, representative and ICEA board members, on a quarterly basis. The purpose of these meetings is to discuss issues of common interest and to solve mutual problems in a constructive fashion. The parties shall exchange suggested agenda topics one week before the meeting date. Grievances or disciplinary action in progress may be discussed at these meetings only by mutual consent, and discussion of such topics does not preclude subsequent resolution via the grievance or disciplinary procedure. Meet-and-confer subjects may be discussed by mutual consent, but

this does not preclude exercise of further meet-and-confer options by either party. Persons other than those described above may attend these meetings only by prior mutual consent.

Article 10 - Complaint Resolution Procedure

A. Purpose

To enhance communications between employees and supervisors and management by providing employees a process for the review of complaints or concerns not covered by the grievance process within a reasonable time period without jeopardizing employees' positions or employment.

B. Matters Subject to the Complaint Resolution Procedure

A complaint may be filed for alleged violation of any personnel rule or regulation not grievable under Article 11 Grievance Procedure or alleged unfair treatment of an employee. Complaints involving alternative work schedules or promotional recruitments would appropriately fall under this procedure.

C. Complaint Resolution Procedure

Any complaint or concern not covered by the grievance process shall be resolved as follows:

1. The employees shall first attempt to resolve the matter with his/her immediate supervisor within seven (7) calendar days from the date the employee had notice of the action that he/she believes constitutes a complaint.
2. In the event that the immediate supervisor does not resolve the matter to the employee's satisfaction within fourteen (14) calendar days of the employee's presentation of the matter, then the employee may bring the matter to the attention of the next level of authority (i.e., the immediate supervisor's direct supervisor) within fourteen (14) calendar days of the receipt of response from the immediate supervisor.

3. If the next level of authority does not resolve the matter to the employee's satisfaction within fourteen (14) calendar days of the employee's presentation of the matter then the employee may bring the matter in writing to the attention of the Department Director, within fourteen (14) calendar days of receiving a response.
4. If the complaint is not resolved by the Department Director to the satisfaction of the employee within fourteen (14) calendar days of the Department Director's receipt of the written complaint, the employee may request in writing, review of the complaint by the City Manager's office. The employee shall present his/her complaint in writing, summarizing efforts to resolve the complaint and a copy of the Department Director's response. The City Manager shall consider the matter and make a final decision.
5. In the case of an incident of serious unfair treatment of an employee, which is not resolved through the Complaint Resolution Procedure, the employee may file a formal grievance with his/her department director within appropriate time frames.

Any extension of the time limits specified in this process may be provided when mutually agreed upon by all parties concerned.

Article 11 - Grievance Procedure

A. Purpose

The purpose of the grievance procedure is to enhance communications between employees and employer by providing a fair and impartial review and consideration of grievances within a reasonable time period without jeopardizing employees' positions or employment.

B. Matters Subject to the Grievance Procedure

A grievance may be filed by an employee for the alleged violation of any personnel rule or regulation related to mandatory subjects of bargaining and not specifically reserved to the City in the City Rights Clause, Article 5; for the alleged violation of a section of this Agreement; or alleged violation of commonly accepted safety practices or procedures, or a dispute over an annual performance evaluation rating received by an employee with an overall rating of needs development, or unsatisfactory. The grievance procedure shall not be used to establish new policies or change any existing rules and regulations or in lieu of the Complaint Resolution Procedure - Article 10. It shall not be used in matters resulting from disciplinary action or other appeal procedures that exist in accordance with the Personnel Ordinance and Resolution.

Any matter being grieved by an employee will be kept confidential by immediate supervisors and higher-level authorities except in conjunction with the investigation of the grievance.

C. Informal Grievance Adjustment

An employee who believes an alleged violation of matters subject to the grievance process has occurred shall first be required to exhaust the informal grievance level prior to filing a formal grievance. The employee shall have fourteen (14) calendar days from the date the employee had notice of the alleged violation that he/she believes constitutes a grievance.

The informal grievance level shall consist of the employee verbally informing his/her immediate supervisor, or next higher level of supervision if the employee's grievance is with that supervisor, of the alleged violation. The supervisor to whom the verbal grievance is made shall make whatever investigation he/she deems necessary and reply within fourteen (14) calendar days. Any matters for which he/she does not have authority to make a decision should be brought to the attention of a higher-level supervisor who does have the proper authority.

If the employee is not satisfied with the decision reached through the informal discussion, he/she may bring the matter to the attention to the next level of authority

(i.e., the immediate supervisor's direct supervisor) within fourteen (14) calendar days of the immediate supervisor's response. The next level of authority shall have fourteen (14) calendar days to reply. If the employee is still not satisfied with the decision, he/she may file a formal grievance within fourteen (14) calendar days after having received the reply.

In incidents involving disputes of the Agreement with an employee group, a representative of the involved group may meet with a designated representative of the City in an informal attempt to resolve the matter. Employees have the right to authorize the Association to represent them in any grievance under this provision, informal or formal.

D. Formal Grievance Procedure

1. First Level

The formal grievance procedure may be followed only after failure to resolve a problem through informal grievance adjustment. If, after this discussion, the employee is not in Agreement with the decision reached, he/she may, within fourteen (14) calendar days, file a formal grievance in writing (Form No. 20-33) to their Department Director, with a copy to the Personnel Officer (i.e., the Assistant City Manager or his/her designee). The Department Director shall make whatever investigation he/she deems necessary to allow fair consideration of the situation and shall present a written reply to the employee within fourteen (14) calendar days after receipt of the grievance. A copy of the reply shall be forwarded to the Personnel Officer.

2. Second Level

In the event the grievance is not satisfied with the decision at the Department Director level, the grievant may appeal the decision to the Assistant City Manager or his/her designee, within fourteen (14) calendar days of receipt of the decision. This written appeal statement should include a copy of the original grievance, the decision rendered at a previous level, and a clear,

concise statement of the reasons for the appeal. The written appeal described herein shall not expand the scope of the formal grievance submitted to the Department Director.

The Assistant City Manager or his/her designee shall communicate a decision within fourteen (14) calendar days after receiving the appeal. Either the grievant or the Assistant City Manager may request a personal conference within the foregoing limits to discuss the grievance. Either party may have a representative present at such a conference.

3. Third Level

If the grievant is not satisfied with the decision by the Assistant City Manager, he/she may request the Association to submit the grievance to advisory arbitration, or appeal directly to the City Manager.

a. Advisory Arbitration Procedure

If the Association concurs with the employee request for advisory arbitration, the Association shall within twenty-eight (28) calendar days of the Assistant City Manager's decision to submit a request in writing to the Assistant City Manager for advisory arbitration of the dispute and the City shall comply with the request, except in cases of disputed arbitration which shall be provided for hereinafter. The Association and the City shall attempt to agree upon an arbitrator and if no agreement can be reached, the parties shall request the State Mediation and Conciliation Service (SMCS) to supply a panel of seven (7) names of persons experienced in hearing grievances for cities. Each party shall alternately strike a name until only one name remains. The remaining panel member shall be the Advisory Arbitrator. The order of striking shall be determined by mutual agreement or flipping a coin

The fees and expenses of the arbitrator and the hearing shall be borne equally by the City and the Association. All other expenses, including

fees for witnesses and conferees, or the costs for witnesses and conferees, shall be borne by the party incurring them.

The Advisory Arbitrator shall, as soon as possible, hear evidence and render a decision on the issue or issues that were submitted to advisory arbitration. If the parties cannot agree upon the issues for the arbitrator to decide, the arbitrator shall determine the issue(s) to decide based on the grievance and other evidence submitted by the parties including the responses at the lower levels. In cases where the City contends that the grievance submitted is not arbitrable, the Advisory Arbitrator shall rule on the arbitrability of the issue and the arbitrator's decision on arbitrability cannot be challenged by the City or overturned.

The arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement or City Policy.

After a hearing and after both parties have had an opportunity to make written arguments, the Advisory Arbitrator shall submit, within thirty (30) calendar days to all parties the written findings and advisory recommendations that he/she has prepared.

The City Manager shall have the authority to accept the recommendation of the advisory arbitrator in whole, or in part, or reject the recommendation entirely and formulate his/her own decision on the grievance. The decision of the City Manager shall be provided to all parties within thirty (30) calendar days.

The City Manager has the power to render a final decision of a grievance, which shall be binding on all parties. If, upon review, the City Manager determines that he/she is unable to render a final determination on the record, he/she may reopen the record for the taking of additional evidence prior to rendering the binding decision.

b. City Manager Review

If the Association does not concur with the employee request for advisory arbitration, the employee, within thirty-five (35) calendar days of the Assistant City Manager's decision, may request and shall be granted a hearing by the City Manager, which will be closed to the public but open to all parties at interest for final resolution of the grievance.

E. General Conditions

1. A formal grievance on interpretations/actions of this Agreement, not involving a specific supervisor or Department Director may be submitted directly to the Personnel Officer or his/her designee. The decision of the City Manager on Agreement disputes shall not restrict an employee from other avenues of appeal available under law.
2. The Personnel Officer shall receive and retain copies of all written material pertaining to the grievance.
3. At any step of the informal grievance adjustment or formal grievance procedure, a Department Director, supervisor, or employee may request a representative of the Human Resources Office to participate in any discussion which may take place.
4. Grievance may be initiated only by the concerned employee or group of concerned employees or ICEA.
5. An employee may represent himself/herself or select whomever he/she desires to represent him/her in the grievance procedure.
6. If an employee fails to proceed with a grievance within any of the time limits specified in this policy, it shall be assumed that the grievance has been settled on the basis of the last decision reached.

7. If management fails to respond within any of the time limits specified in this policy, the employee may proceed to the next level as if management responded on the last day possible.
8. Any extension of the time limits specified in this process may be provided when mutually agreed upon by all parties concerned.

Article 12 - Disciplinary Action

A. Disciplinary Authority

The Department Director shall have the right, with reasonable cause, to demote, dismiss, reduce in pay or accrued leaves or suspend without pay for up to thirty (30) calendar days any regular (i.e., passed probation) member of the unit.

B. Disciplinary Procedure

Upon determination that some form of discipline should be imposed upon an employee, the Department Director or his/her designee shall provide the employee with written notice, which includes the components listed below.

1. The proposed action to be taken.
2. The charges on which the proposed action is based, including all relevant written materials, written reports, and documents which support these charges.
3. The proposed date on which the disciplinary action will take place.
4. The fact that the employee is entitled to respond to the charges either orally or in writing to the Department Director at least seven (7) calendar days after receipt of notification. If the written notice has been issued by the Department Director, the employee may direct his/her response to the Personnel Officer.

Failure of the employee to make a written or oral response of request will constitute waiver of the right to respond.

5. If the employee elects to respond in person, a meeting shall be conducted at which the employee shall be given the opportunity to respond to the charges. The meeting shall be held by the Department Director or the Personnel Officer in those instances where the written notice has been issued by the Department Director. The employee shall be entitled to be represented by counsel or other person of his/her choosing during the course of the above proceeding.
6. After following the above procedure, the Department Director shall prepare the written notice of decision to be served personally upon the employee. Said notice shall inform the employee of his/her appeal rights, if any.

The City shall have the right to place any employee on paid administrative leave pending investigation and processing of any potential disciplinary action. The provisions of this Article shall not apply to reductions in pay that are part of a general plan to reduce salaries and wages or to eliminate positions.

C. Appeal

1. Right of Appeal

When formal disciplinary action of dismissal, demotion, reduction in pay, accrued leaves or suspension without pay for three (3) or more days has been taken pursuant to this Article, the employee shall have the right to appeal as provided below. Failure to appeal by the employee or his/her representative will make the disciplinary action final and conclusive.

2. Appeal Procedure

An employee who has passed initial probation who has been demoted, dismissed, reduced in pay or accrued leaves or suspended without pay for three (3) or more days may appeal to the City Manager within fourteen (14)

calendar days after having been furnished with a copy of the notice of discipline by filing a written answer to such charges and requesting a hearing thereon.

3. Hearing Procedure

- a. The City Manager shall appoint a Hearing Officer to conduct hearings on appealable disciplinary action imposed pursuant to this Article. In case of termination, however, the Association may request a Hearing Officer be selected from a list provided by the State Mediation and Conciliation Service (SMCS). The parties shall request the SMCS to supply a panel of seven (7) names of persons experienced in hearing disciplinary cases for cities. Each party shall alternately strike a name until only one name remains. The remaining panel member shall be the Hearing Officer. The order of striking shall be determined by mutual agreement or flipping a coin. The Hearing Officer will not be an employee of the City of Irvine. If the Association requests a Hearing Officer from the SMCS, the costs of the Hearing Officer's services shall be equally divided by the Association and the City.
- b. Hearings shall be conducted in the manner most conducive to determination of the truth, and the Hearing Officer shall not be bound by technical rules of evidence.
- c. The Hearing Officer shall determine the relevancy, weight and credibility of testimony and evidence. The Hearing Officer shall base his/her findings on the preponderance of evidence.
- d. Each side will be permitted an opening statement and closing argument. The Department Director shall first present his/her witnesses and evidence to sustain the charges, and the employee will then present his/her witnesses and evidence in defense.
- e. Each side will be allowed to examine and cross-examine witnesses.

- f. Both the Department Director and the employee, or their respective designees, may be represented by legal counsel.
 - g. The Hearing Officer shall, if requested by either party, subpoena witnesses and/or require production of other relevant records or material evidence.
 - h. The Hearing Officer may, prior to or during a hearing, grant a continuance for any reason he/she believes to be important to his/her reaching a fair and proper decision.
 - i. The Hearing Officer shall prepare a recommended decision and forward it to the City Manager after the matter of appeal was taken under submission by the Hearing Officer. The recommended decision shall set forth which charge the Hearing Officer sustains or does not sustain and the reasons therefore.
 - j. After receiving the recommendation of the Hearing Officer, the City Manager may sustain or reject any or all of the charges filed against the employee. He/she may sustain, reject or modify the disciplinary action invoked against the employee. However, in the event the City rejects the recommendation of the Hearing Officer to reverse a termination decision, the City will bear the entire costs of the Hearing Officer.
 - k. The employee or his/her representative may obtain a copy of the transcript of the hearing upon request and agreement to pay for necessary costs.
4. Appeal Procedure for Suspensions of Less Than Three (3) Days and Reductions of Accrued Leaves Equivalent to less than Three (3) Days

a. A member of the unit who has received a reduction of accrued leaves of less than three days (3) or who has been suspended without pay for less than three (3) days, may appeal to the Department Director, or in the event the discipline has been issued by the Department Director, the Personnel Officer within seven (7) calendar days after having been furnished with a copy of the notice of discipline by filing a written answer to such charges and requesting a hearing.

b. Hearing Procedure:

- At least seven (7) calendar days prior to the hearing, both parties shall provide a list of witnesses and/or exhibits to the Department Director or Personnel Officer.
- During the hearing, the Department Director or Personnel Officer shall hear and consider the evidence, witnesses, and/or exhibits from both parties.
- The Department Director or Personnel Officer may grant a continuance for any reason he/she believes to be important to reaching a fair decision.
- The Department Director or Personnel Officer shall consider all evidence and shall base his/her findings on the preponderance of evidence. He/she shall render his/her decision as soon as possible after the conclusion of the hearing, but in no event later than fourteen (14) calendar days after conducting the hearing, unless agreed to by the parties.
- The Department Director or Personnel Officer's decision shall be final and binding.

5. Mediation Procedure

In cases of dismissal, after the parties have selected a Hearing Officer and hearing date as provided above, the parties may, by mutual agreement, request non-binding mediation to resolve the dispute prior to arbitration. The selection of the mediator shall be made by mutual agreement. The costs of the mediator services shall be equally divided by the Association and the City.

D. Dismissal

Dismissal of any employee shall, unless otherwise ordered:

1. Constitute a dismissal as of the same date from all positions which the employee may hold in the competitive service.
2. Result in an automatic removal of the employee's name from all employment lists on which it may appear.
3. Terminate the salary of the employee as of the effective date of his/her dismissal, as indicated in the notice of discipline except that he/she shall be compensated for any unpaid salary, unused vacation and unused compensatory time off to his/her credit as of the date of dismissal.

E. Polygraph Examination

In reference to this provision, no disciplinary action shall be taken against an employee refusing to submit to a polygraph examination; nor shall any comment be anywhere recorded indicating that an employee offered to take, took or refused to take a polygraph examination unless otherwise agreed to in writing by the parties; nor shall any testimony or evidence of any kind regarding an employee's offer to take or refusal to take, or the results of a polygraph examination, be admissible in any proceeding pursuant to this Agreement, unless otherwise agreed to in writing by the parties.

Article 13 - Maintenance of Benefits

It is the understanding of the parties that the wages, hours and other terms and conditions of employment contained in this Agreement will not be reduced and shall remain in full force and effect during the entire term of this Agreement, except as expressly provided herein or except by mutual agreement.

Article 14 - Salary

- A. Salary Grade Structure: The City of Irvine's Salary Grade Structure, which includes the classifications represented by the Association in this unit, is included as Attachment I.

- B. Position Classification to Salary Grades: The classification of individual positions to pay grades is the City's sole responsibility and will be based upon the Human Resources' evaluation of the classification.

- C. Classification Requests: During the period designated by Human Resources each year, employees may request a re-evaluation of the position's responsibilities by submitting a new Comprehensive Position Questionnaire (CPQ) with a cover memorandum explaining the changes in duties since completion of the most recent existing CPQ. The employee's Department Director, manager (if applicable) and supervisor will review the request and make a recommendation which will include an explanation of why the duties have changed and an assessment of the stability of the changes. Any change in classification will take effect the pay period that includes July 1st.

- D. Pay Progression in a Salary Grade
 - 1. Pay progression within a pay grade will be based strictly upon individual performance and summarized in an annual performance appraisal. All base pay progression within pay grades will be limited to the maximum of a pay

grade. Base pay progression will be provided according to the following schedule:

<u>Pay Rate in Pay Grade</u>	<u>Performance Rating</u>	<u>Pay Increase</u>
Less than Maximum	Unsatisfactory or Needs Development	0%
Less than Maximum	Accomplished Standards and Above	5% base adjustment, limited to maximum of pay grade
Greater than or Equal to Maximum		0%

Annual merit increases will be effective on September 1st of each year and will be prospective from that date.

2. Probationary Merit Reviews

Employees on a probationary employment status effective June 30th of each year will not be eligible to participate in the annual review process until they have successfully completed their probationary period. At the completion of the probationary period, the employee will receive a performance review and merit increase appropriate to the performance review rating. The criteria and rating system for probationary reviews will be the same as those for annual performance reviews.

Following the completion of probation, the employee will be eligible to participate in the annual performance review process the following July. The merit increase granted in the first annual review process following the probationary merit review will be pro-rated to reflect only the time period since the completion of the probationary period. All subsequent performance

reviews will be conducted according to the Annual Performance Appraisal schedule. If the probationary appraisal has been completed within the months of May and June, the employee's next review will be part of the appraisal schedule in the following calendar year in July.

Employees in the following classifications shall have a probationary period of one (1) year of actual and continuous service and shall receive a probationary merit review six months following the start date of their probationary period.

Public Safety Dispatcher

Public Safety Assistant

Senior Public Safety Assistant

Forensic Supervisor

Forensic Specialist I/II

Civilian Investigator I/II

Supervising Public Safety Dispatcher

3. Wage and Salary Range Adjustment

Effective the pay period that includes November 12, 2022, the salary of the employees covered by this Agreement shall be increased by eleven percent (11%).

Effective the pay period that includes July 1, 2024, the salary of the employees covered by this Agreement shall be increased by three and a half percent (3.5%).

Effective the pay period that includes July 1, 2025, the salary of the employees covered by this Agreement shall be increased by three and a half percent (3.5%).

Article 15 - Special Assignment Pay

A. Bilingual Pay

Department Directors shall annually designate which positions are assigned bilingual duties and which languages shall be eligible for bilingual pay. Qualified employees who meet the following criteria shall receive an additional \$50.00 per month, paid biweekly.

1. An employee must be assigned to speak or translate a language in addition to English as part of their position responsibilities. This includes such specialized communication skills as sign language.
2. To become qualified, employees must be certified as qualified by the Personnel Officer or designee.
3. Any employee who has been determined as qualified for bilingual pay and who is on any leave of absence for at least one calendar month, exclusive of accrued vacation or compensatory time, will be ineligible for bilingual pay until his/her return to work. Upon his/her return to work, the employee will be reinstated into the bilingual pay program and receive his/her \$50 monthly stipend effective the first working day of the new calendar month following his/her return to work. The employee will not be required to perform bilingual interpretation services during any period which he/she is not receiving bilingual pay.
4. For positions requiring extensive contact with the public or contractors, bilingual pay will be rotated among employees who are deemed as qualified by the City. The Department Director will have the discretion to determine the number of employees and the sections/units that qualify to participate in a "rotation pool." Rotations will occur every 12 months, effective the first pay period each November.

5. An employee in a bilingual assignment may request to have the bilingual assignment and corresponding pay removed.

B. “Hazard” Stipend

Employees who work in arterial roadways shall be paid additional compensation of \$900 per year. This payment shall be made annually, following implementation of each affected employee’s annual performance appraisal, but no later than the pay period that includes December 1 of each year. This payment shall be prorated for an employee who is on leave without pay for 30 days or more. Employees are only eligible to receive this payment if they have met the following requirements:

- Are regularly assigned to one of the following City positions:
 - Traffic Systems Technicians, Specialists and Leads
 - Construction Inspector (including Senior level)
 - Civilian Traffic Investigator I/II
 - Animal Services Officer (including Senior level)
 - Forensic Specialist I/II and Supervisor
 - Landscape Maintenance Technicians, Specialists and Leads
 - Street Maintenance Technicians, Specialists and Leads
 - Equipment Operator I/II
 - Senior Code Enforcement Officer
 - Senior Public Safety Assistant (assigned as a CSO)
 - Engineer Technician (assigned to Neighborhood Traffic)
 - Traffic Systems Analyst
- Are actively employed by the City at the time of payment.
- Received no less than an “accomplished standards” rating on their performance appraisal that year.
- Received no suspension for safety issues during the previous review period, and had no confirmed positive test results through the DOT testing program during the course of the prior calendar year.
- Followed all WATCH manual and CalOSHA standards, if applicable, during the previous review period.

- Held a position in one of the qualifying sections (asphalt, traffic safety) for at least nine (9) out of twelve (12) months that year.
- Employees receiving this Hazard Stipend are not eligible for the Class A/B License Stipend outlined in Section D of this Article.

C. Training Pay

If an employee in the classification of Public Safety Dispatcher is designated as a Communications Training Officer, that employee shall be paid six percent (6%) of the employee's base rate of pay.

ICEA agrees to meet with the Communications Administrator to reach an agreement if training needs within the Bureau change.

D. Class A/B License Stipend

Employees whose regular responsibilities require them to participate in the Department of Transportation's (DOT) drug and alcohol testing program, shall be paid additional compensation of \$900 per year. This payment shall be made annually, no later than the pay period that includes December 1 of each year. Employees are only eligible to receive this payment if they have met the following requirements:

- Received no suspension for safety issues during the previous review period, and have no confirmed positive test results through the DOT testing program during the course of the prior calendar year.
- Held a position that required DOT testing program participation for at least nine (9) out of twelve (12) months that year.
- Employees receiving this Class A/B License Stipend are not eligible for the Hazard Stipend outlined in Section B of this Article.

This payment is to recognize the impact of random drug and alcohol testing on employees. If the DOT changes its requirements for testing in the future, such that employees would not be subject to random testing, this payment shall cease.

E. Shift Differential

Employees who have been regularly assigned to a standard shift that requires them to work between the hours of 6 p.m. and 6 a.m. shall be paid additional compensation of \$1.50 per hour for each hour that is worked between 6 p.m. and 6 a.m. This provision applies to regularly scheduled shifts only. This payment does not apply to flex hours, (i.e., if an employee is able to flex his/her hours to work between 6 p.m. and 6 a.m.) overtime, holiday pay, emergency call-outs or other non-scheduled work during these hours.

F. Compensation For Employees Assigned To Care For Animals At Home

Employees who are assigned to care for animals in their home are entitled to compensation for the off-duty hours spent caring, grooming and feeding their animal. The parties acknowledge that the Fair Labor Standards Act, which governs the entitlement to compensation for off duty caring, grooming and feeding of animals, entitles the parties to agree to a reasonable number of hours per week or per month for the performance of such duties. It is the intent of the parties through the provisions of this agreement to fully comply with the requirements of the Fair Labor Standards Act. In addition, both parties believe that this agreement does comply with the requirements of the Fair Labor Standards Act, including, but not limited to Department of Labor regulation 29 CFR Section 785.23.

Employees assigned as animal caregivers at home shall be paid \$7.25 per hour for such duties and are not permitted to work more than two (2) hours per week on such duties. The \$7.25 is intended to comply with the federal minimum wage per the FLSA. If that wage increases, the compensation for such duties will increase to match the federal minimum wage. Since such hours are in addition to an employee's regular work hours, if such employees exceed the overtime threshold for the week by the performance of the off-duty animal caregiver duties, employees will be paid at 1.5 times the \$7.25 per hour rate, i.e., \$10.875 (up to a maximum of two hours per week) for such duties for a total weekly amount of \$21.75.

1. Only Community Services employees who are regularly assigned to the Irvine Animal Care Center are eligible for this compensation;
2. The Department Director, with the concurrence of the Personnel Officer, will determine which assignments are eligible for this compensation, depending on the frequency and regularity of these duties.

G. SWAT Tactical Dispatchers

Tactical Dispatchers assigned to the SWAT team shall receive monthly special assignment compensation of one and one-half percent (1.5%) of the employee's base rate of pay. The number of tactical dispatchers eligible for this pay shall be capped at six (6).

H. Drone Operator

Employees that are assigned to work as Drone Operators shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's base rate of pay.

I. Major Accident Investigation Team (MAIT)

Employees that are assigned to work the Major Accident Investigation team shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's base rate of pay.

J. Multiple Collateral Assignments

Employees that are assigned to multiple collateral assignments designated in this Section will receive the pay for each assignment, unless otherwise prohibited (e.g., Hazard Pay & Class A/B Stipend).

- K. The parties agree that to the extent permitted by CalPERS or law, the City will report the special compensation outlined in Article 15 to CalPERS in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1 (b)(3).

Article 16 - Overtime and Work Schedule

A. Overtime Compensation

Hours worked or earned in excess of forty (40) hours in each employee's defined FLSA workweek shall be compensated at the rate of one and one-half (1 1/2) times the employee's hourly rate when such work is approved by the Department Director (or his/her designee). Unit members work a seven day FLSA workweek (168 recurring hours). Unit members shall be paid for all hours worked. Unit members shall record hours worked in fifteen-minute increments of time. When an employee works less than eight minutes into the next pay increment, the time should round down to zero. When an employee works more than eight minutes into the next payroll increment, the time rounds up to fifteen minutes. Overtime may be converted to compensatory time or paid for at the option of the employee.

As of the effective date of this Agreement, no hourly classifications qualify as exempt from the overtime provisions of the Fair Labor Standards Act.

B. Compensatory Time

Employees may accumulate a maximum of one hundred forty (140) hours compensatory time in lieu of overtime compensation on the basis of one and one-half (1 1/2) hours compensatory time for one (1) hour of overtime work. The time during which an employee may use accrued compensatory time off is subject to approval by the department head or his/her designee with due regard for the wishes of the employee and the need to provide service. However, an employee wishing to use his/her accrued compensatory time off shall provide the City with reasonable notice of such request. Reasonable notice is defined as at least one week. If reasonable notice is provided, the employee's request may not be denied unless it is unduly disruptive to the department to grant the request. A request to use compensatory time off without reasonable notice may still be granted within the discretion of the supervisor or manager responsible for considering the request.

C. Stand-by-Time

Regular full-time employees shall receive two (2) hours base salary for each day he/she is required to be available for non-scheduled work assignments. Employees on standby on a City holiday or a weekend shall receive an additional two (2) hours standby pay for each of these days.

Court Standby/Appearance Time and DMV Hearings

1. Any off-duty employee required to be on call to promptly respond for court appearance will receive a sum equivalent to two hours of regular salary at his/her base hourly rate. In the event that a morning on-call status continues beyond the court's noon recess, the employee will receive an additional sum equal to two hours at his/her hourly base rate. If the employee is not placed off-call 48 hours prior to 0900 the morning of the subpoena appearance date, the employee will receive two (2) hours of standby time.
2. Any employee who is off duty and is required to appear in court will receive overtime compensation for the actual hours required for the court appearance with a minimum of two (2) hours. When such court appearance requires the employee to be in attendance before and after the court lunch recess, such lunchtime will be included in determining the employee's court overtime pay.

An employee who is on call for a morning session and is called in to appear for that same morning session shall be paid for the time of the actual appearance at his/her overtime rate with a minimum of two (2) hours. If an employee is on-call for a morning session and is subsequently called in to appear that afternoon, that employee shall be paid standby pay for the morning (two (2) hours at his/her base hourly rate) and court appearance pay for the afternoon (time for the actual call with a minimum of two (2) hours).

3. Employees who participate in a DMV hearing while off-duty will receive a minimum of two (2) hours of overtime or the actual time, whichever is greater. If the hearing scheduled during the employee's off-duty time is cancelled and

the employee is not notified 48 hours prior to the scheduled time, the employee will receive the two (2) hours of overtime.

4. Employees, while on standby, who are called into work four (4) hours or more shall be granted a five-(5) hour rest period between the end of the standby work shift and the start of their regular work shift unless a longer off duty break period is required by law (e.g. for commercial driver's license). If that five-(5) hour rest period or legally mandated off-duty break period overlaps with the employee's regularly assigned work shift, the employee will be compensated by the City for those hours which overlap with the regularly assigned work shift. This provision applies seven days a week, regardless if the employee worked the day they were called in.

D. Work Schedules

Employees shall be scheduled to work regular work shifts. In the event overtime is required, compensation for said overtime shall take the form of one of the following, at the employee's request, subject to the approval of the Department Director (or his/her designee):

1. Paid overtime at 1 1/2 times the employee's hourly rate;
2. Accrued compensatory time to a maximum of 140 hours;
3. An employee will be able to flex his/her time within the same workweek (i.e., take off an equivalent number of hours).

In the event the City institutes a City-wide policy to prohibit or restrict paid overtime, employees shall request, subject to the approval of the Department Director (or his/her designee), one of the following methods of compensation for overtime.

1. Flex time within the same workweek (i.e., take off an equivalent number of hours).
2. Accrued compensatory time to maximum of 140 hours.

An employee may be required to take flex time in lieu of paid overtime or accrued compensatory time off by his/her Department Director (or his/her designee) to attend meetings of City Council, City Commissions, or City committees, provided the employee is given written notification at least 14 calendar days in advance.

E. Distribution of Overtime

1. Every effort shall be made to equalize overtime opportunities for employees fully qualified to perform the work required.
2. If the responsible supervisor determines that overtime is necessary on work that started on an assigned shift, the assigned employee(s) may continue with that work as an extension of the assigned shift.

Article 17 - Alternate Work Schedules

A. 9/80 or 4/10 Workweek

Unit members may request from their Department Directors to work a 9/80 or a 4/10 alternative workweek schedule. Department Directors will review requests for alternate work schedules, on a case-by-case basis, based on the following criteria: 1) productivity and service to the public will not be decreased, 2) that there will be no adverse effects on the operation of any City department or work unit, and 3) with due regard to the wishes of the employee.

B. Telecommuting

Unit members may request from their Department Directors to telecommute pursuant to the Irvine Telecommuting Program (Article 25 of the Personnel Rules and Procedures). The decision to allow a telecommuting arrangement lies solely with the department director. Not all classifications are suitable for telecommuting and a member whose request is rescinded or denied has no right of appeal including through the grievance process.

- C. Requests for an alternate work schedule will include the information required by the Department Directors to make an informed decision and a summary of how necessary coverage and current service levels will be improved or maintained. Approved alternate work schedules may be temporarily modified by a Department Director in the case of vacations, vacancies or other absences that are in excess of one week.
- D. In an emergency, the Department Director may direct the employee to work a different schedule on a 24-hour notice. If the alternate work schedule is not effective, the Department Director will require that the employee to work a different alternative workweek or return to a more standard workweek (i.e., a 5/40) with a 14-calendar day notice. If an employee finds it necessary, he/she may make a request to return to a more standard workweek, which will be considered on a case-by-case basis.

Article 18 - Benefits

- A. The City shall provide the following as options to the employee for employee and dependent coverage, with noted exceptions

Indemnity Medical Insurance

The City shall provide the option to employees to enroll in a medical indemnity insurance plan.

Indemnity Dental Insurance

The City shall provide the option to employees to enroll in a dental indemnity insurance plan.

Health and Dental Maintenance Organizations

The City shall provide the option to employees to enroll in a health maintenance organization and/or a dental maintenance organization.

Vision

One (1) vision care plan.

For employees who choose the PPO medical plan, the total cost to the city for medical, dental, and vision insurance shall not exceed \$694.04 per employee; \$754.04 per employee plus one; and \$1,064.31 per employee plus family per month. The medical tier that the employee selects will drive the insurance cap that is applied to the employee's health benefit selections. The cost of the dental enhanced plan, if selected by the employee, shall require employee premium contributions for the amount in excess of the premium for the standard plan.

- B. Employees have the option of enrolling themselves and/or their dependents into a no-cost medical plan rather than being subject to the cap as set forth in Article 18, item A., above. Under the no-cost plan, the City will provide any HMO Medical Plan and any HMO Dental Plan offered by the City, as described in Article 18, item A., above. Under this option, employees may choose to upgrade from the HMO Dental Plan to the PPO Dental Plan, however the employee will be required to pay the difference in premium between the HMO Dental Plan and the PPO Dental Plan.

Effective January 1, 2015, any increase in the cost of the HMO Medical Plans over the costs in effect December 31, 2014, will be borne as follows: The City will pay 95% of the increased cost, and employees enrolled in HMO Medical Plans will pay the remaining 5% of cost increases in annual premiums. Each year thereafter, the amount paid by employees in prior years will be added that portion of the increase (five percent 5%) the employees will pay in the current year.

C. Affordable Care Act Reopener

The City may reopen the MOU on the issue of health insurance solely for the purpose of discussing potential penalties or taxes under the Affordable Care Act. The City shall make no changes to health insurance benefits or City contributions towards health insurance benefits under this reopener, absent mutual agreement between the City and ICEA.

- D. Employees not claiming any dependent on any health plan (medical, dental, vision) shall receive \$150 per month. The stipend may be taken as taxable cash.

Employees who are able to demonstrate to the City's satisfaction that they have minimum essential coverage as defined by the Affordable Care Act, (through another source other than coverage in the individual market, whether or not obtained through Covered California) may opt out of participation in the City's health plan.

E. Insurance Committee

The Insurance Committee and representatives from management will meet each Fall to review coverage, cost containment methods, claims processing service, claims experience and to recommend plan and design changes to the employees. The group will be made up of no more than two (2) representatives from each bargaining group and the president or a designated representative for the bargaining group. The group will be provided with claims history and with proposed changes in rates or coverage.

F. Pension and Pension Administration

1. The provisions of this Section F.1 shall apply to employees, as of June 30, 2003, who elected to decline the CalPERS benefits.
 - a. The City shall invest an amount equal to 12.448% of each employee's base salary in the City of Irvine Defined Contribution Pension Plan (DCPP).
 - b. The City will deduct an amount equal to 6.552% of each employee's base salary to invest in the City of Irvine DCPP. It is understood that this payroll deduction shall be mandatory for all employees who elected to remain in the City of Irvine DCPP.
 - c. All employees who elected to remain in the City of Irvine DCPP shall not be entitled to any CalPERS benefits past, present or future as provided under Section F.2 of this Article. Employees who elected to

remain in the City of Irvine DCPD shall continue participation until the employee terminates his/her employment from the City for any reason.

- d. Employees shall become 50% vested upon completion of the probationary period, or if the probationary period is greater than six (6) months, employees shall become 55% vested in the retirement plan upon completion of the probationary period. Thereafter, such vested interest shall increase at the rate of five percent (5%) for every Plan Year in which the employee completes 1000 hours of service. Once the employee has completed five years of service, he/she shall become 100% vested in the retirement plan.
 - e. The City will utilize retirement plan forfeiture funds to offset the City of Irvine DCPD administration and management costs.
2. The provisions of Section F.2 shall apply to employees, as of June 30, 2003, who elected to waive their rights to the City of Irvine Defined Contribution Pension Plan (DCPD) and who elected to transfer to the CalPERS program.
 - a. The City's contract with CalPERS shall include the following options:
 - 2.7% @ 55 Full Formula for Local Miscellaneous Members (Cal. Govt. Section 21354.5).
 - One Year Final Compensation (Cal. Govt. Code Section 20042).
 - Military Service Credit as Public Service (Govt. Code Section 21024), in which the employees pays the entire cost.
 - Improved Non-Industrial Disability Allowance (Cal. Govt. Code Section 21427).
 - 4th Level 1959 Survivor Benefits (Govt. Code Section 21574).
 - Limit Prior Service to Members Employed on Contract Date (Govt. Code Section 20938).

- b. All employees hired on or after July 5, 2003, the effective date of the CalPERS contract shall become members of the CalPERS Retirement Program.
- c. All active employees of the Association shall be members of CalPERS, unless they elected to decline the CalPERS benefits through an irrevocable election process. All Association members covered by CalPERS shall no longer be entitled to any benefits past or future, provided under the City of Irvine DCPD referenced in Article 18, Section F.1.
- d. Once a member of the CalPERS plan, such participation shall continue until the employee terminates employment with the City for any reason.
- e. The CalPERS vesting schedule will apply (Cal. Govt. Code Section 21060).

3. Member Contributions

- a. The full eight percent (8%) cost of the CalPERS member contributions will be paid by the employee.
- b. Effective April 14, 2012, the City implemented the 2% @ 55 retirement program with the average of the three highest paid consecutive years for all employees hired on or after that date. Employees hired after implementation of the 2% @ 55 plan will pay the full 7% Member Contribution for the entire term of their employment.
- c. All "New Members" within the meaning of the California Public Employees' Pension Reform Act of 2013 hired by the City on or after January 1, 2013, will become members of the City's Tier 3 plan; 2% at 62 formula for Miscellaneous employees. Employees will pay the full employee contribution, which will be one-half the normal rate as

determined by CalPERS and there shall be no employer payment of any of the required employee contribution.

- d. Effective the pay period including July 1, 2024, all Classic and PEPRA members shall contribute through payroll deductions an amount equal to one-half percent (0.5%) of compensation earnable as cost sharing of the City's required contribution to CalPERS under Government Code Section 20516(f).
- e. Effective the pay period including July 1, 2025, all Classic and PEPRA members shall contribute through payroll deductions an additional one-half percent (0.5%) of compensation earnable as cost sharing of the City's required contribution to CalPERS under Government Code Section 20516(f) for a total of one percent (1%).

G. Retiree Health Plan

- 1. The City shall contribute an amount equal to five percent (5%) of each employee's base salary in a Voluntary Employees' Beneficiary Association (VEBA), which shall be established and administered by the Association.
- 2. The employee contribution amount may be changed by a majority membership vote outside of negotiations with the City. If a change is voted upon and approved, written notice must be given to the City so that the group/membership employee contribution can be changed through Payroll.
- 3. An employee who has retired from the City and has either attained the age of sixty (60) years or is fifty (50) years old and has completed five (5) years of service with the City shall be entitled to purchase the medical insurance plan in effect at the time of retirement at the City's rates for the employee and the employee's dependents at the cost to the former employee, now retiree.

4. The City will allow a spouse of an eligible retired unit member to continue to purchase the medical insurance after the death of the retired employee, provided that the spouse was covered under a City insurance plan at the time of employee's death and provided that there has been no break in coverage since the employee's retirement. This eligibility for continued coverage ceases if such spouse remarries.
5. Each representation unit has determined the type of retiree health program in which its members shall participate. In order to ensure that the employees can maximize their benefits, the City agrees to allow employees to remain in the designated type of retiree health program throughout their service with the City, whether or not the employee moves to another representation unit(s). In the event an employee moves to another representation unit, the City will contribute an amount up to the contribution established for the new unit's retiree health plan and the employee will not be eligible to participate in any other non-voluntary health plan offered to City employees. If the City's contribution toward a retiree health plan in the new unit is less than what is required for the employee's designated retiree health plan, the difference will be deducted from the employee's pay.

H. Life Insurance

Employees covered by this Agreement shall be provided a life insurance plan in the amount equal to a full year's base salary rounded up to the next \$1,000.

I. Disability

The City shall provide major disability coverage with benefits calculated on 66 2/3% of the base monthly wage or salary less deductible benefits. Disability benefits shall also be provided to Job Share employees.

J. Flexible Spending Account

Employees may use pre-tax dollars to pay for eligible medical and dependent care expenses per Internal Revenue Code Sections 125 and 129. The Association agrees

the City will use what legal means exist to recover cost for claims paid in advance of sufficient employee payroll deduction being made upon the employee's separation from the City.

K. 401a Retirement Plan

The City shall contribute an amount equal to two percent (2%) of each employee's base salary in a 401a retirement plan annually, which shall be administered by the employees covered by this agreement.

Article 19 - Leaves

A. Vacation/Vacation Buyback

1. Employees shall accrue vacation credits as follows:

<u>Years of Service</u>	<u>Annual Vacation Credits</u>	<u>Maximum Accrual</u>
1 through 3	80 hours	160 hours
After 3 through 7	120 hours	200 hours
After 7 through 10	136 hours	216 hours
After 10 or more	160 hours	240 hours

When an employee earns vacation in excess of the maximum accrual, the employee shall be paid for vacation during the pay period earned and at the employee's base rate of pay.

The time during a calendar year at which an employee may take her/his vacation shall be determined by the Department Director with due regard for the wishes of the employee and particular regard for the needs of the City.

In the event one or more municipal holidays fall within an annual vacation leave, such holidays shall not be charged as vacation leave but rather as holidays.

Employees who terminate employment shall be paid in a lump sum for all accrued vacation leave earned prior to the effective date of termination.

Illness while on paid vacation will be charged to Sick Leave rather than vacation only if the employee notifies his or her supervisor within four (4) calendar days of the beginning of the illness or prior to the end of his or her vacation leave, whichever is sooner, to request that his or her illness on vacation be charged to Sick Leave.

The department shall be under no obligation to extend the vacation beyond the original scheduled vacation ending date.

Wherever practicable, an employee may use compensatory time combined with vacation time when requesting specific vacation periods.

2. Vacation Buyback

On or before the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out up to eighty (80) hours of accrued vacation (in whole hour increments) which will be earned in the following calendar year at the employee's base rate of pay. The employee will receive cash for the amount of vacation the employee irrevocably elected to cash out in the prior year. Payment will be made by Thanksgiving. However, if the employee's vacation leave balance is less than the amount the employee elected to cash out (in the prior calendar year) the employee will receive cash for the amount of leave the employee has accrued at the time of the cash out.

B. Personal Sick Leave

Employees shall accrue personal sick leave credits at the rate of eight (8) hours per month.

In order to receive compensation while absent on sick leave, the employee shall notify her/his immediate superior or the designated department contact prior to or within one (1) hour after the time set for beginning his/her daily duties, or as may be specified by the director of her/his department. Public Safety Communications personnel shall follow the Communications Bureau sick leave policy regarding reporting sick for work, use of sick time, and the sick leave management program. When absence is for one workday or more, the employee may be required to file a physician's certificate with the Personnel Officer or designee.

An employee receiving temporary disability payments under the Workers' Compensation laws may use a pro-rated amount of accumulated sick leave in order to continue to maintain her/his regular income. Under such circumstances, the employee shall submit any benefit payments from the Worker's Compensation fund to the Finance Officer. An employee may be required to provide a doctor's release to return to work following an illness or injury resulting in an inability to perform assigned duties.

C. Personal Sick Leave Conversion

1. Regular employees shall be eligible, if they so desire, each quarter (January 1, April 1, July 1, and October 1) to convert unused Personal Sick Leave in excess of 168 hours at a ratio of eight (8) hours day of vacation for every twenty-four (24) hours of Personal Sick Leave. Except that employees with at least ten years of full-time consecutive service shall be eligible to convert sick leave at the ratio of eight (8) vacation hours for sixteen (16) sick leave hours. One hundred sixty-eight (168) hours must be accrued and retained prior to converting any excess Personal Sick Leave hours to vacation hours.
2. Regular full-time employees having less than ten (10) years of consecutive full-time service shall be eligible to convert unused personal sick leave in excess of 168 hours to cash at a ratio of three (3) hours sick leave to one (1) hour of pay at the employee's base salary rate, subject to a maximum conversion of 120 hours of sick leave per employee per year. Regular full-time employees

with at least ten (10) years of consecutive full-time service shall be eligible to convert unused personal sick leave in excess of 168 hours to cash at a ratio of two (2) hours of sick leave to one (1) hour of pay at the employee's base salary rate, subject to a maximum conversion of 80 hours of sick leave per employee per year. Conversion requests can be made only in whole hour increments that are evenly divisible by the conversion ratio. Conversion requests shall be submitted on appropriate forms as determined by the Personnel Officer. The annual election period and payment period shall be designated and announced by Administrative Services annually.

Upon separation or retirement, a regular full-time employee with less than ten (10) years or more continuous service may convert any accrued and unused sick leave to vacation hours at a ratio of 2 to 1 at the normal base rate of pay. A regular full-time employee who has a minimum of ten (10) years or more of full-time continuous service may convert any accrued and unused sick leave to vacation hours at the ratio of 2 to 1.5 at the normal base pay rate. In this situation, the employee may exceed his/her vacation accrual limits. This paragraph shall not apply to employees who separate due to termination for cause; or who resign or retire in lieu of termination for cause.

D. Personal Leave

1. Effective the pay period which includes January 1 of each year, regular and probationary employees shall receive a Personal Leave Benefit of eighty (80) hours per year. Such leave shall be available for employees to use from the beginning of the first pay period beginning in the calendar year through the end of the last pay period beginning in the calendar year. Such hours shall not accrue from year to year. This leave has no cash value and cannot be cashed out. If, at the end of the calendar year, the employee has any of this leave on the books, with the pay period including January 1, he/she will be provided with whatever amount of leave is necessary to bring his/her bank up to 80 hours. Probationary employees who commence employment with the City after

January 1 will receive twenty (20) less Personal Leave hours for every three (3) months the employee is not on paid status with the City.

2. Effective January 1, 2023, employees who are unable or choose not to participate in the Irvine Telecommuting Program, will receive up to 40 hours of additional, non-cashable Personal Leave annually that will expire on December 31 of the year it is awarded. The amount awarded will be prorated based upon the amount of time spent in a classification ineligible to telecommute the previous calendar year.
3. The employee shall notify his/her immediate supervisor of the use of a Personal Leave day at least 36 hours in advance unless circumstances beyond the employee's control prevent such notification.
4. The City shall convert all unused 2022 Personal Leave in the employee's bank as of December 31, 2022 (which would have otherwise expired as of January 1, 2023) to non-expiring, non-cashable, leave. This is a one-time conversion and all other provisions pertaining to the treatment and use of such leave remain in effect.

E. Bereavement Leave

Upon request, employees shall receive necessary time off with pay, not to exceed forty (40) hours in any one (1) instance, to arrange for or attend a funeral or memorial service of a member of their immediate family. Bereavement leave will be granted in instances where the funeral or memorial service is taking place within 30 calendar days after the date of the immediate family member's death. The employee may determine the number of hours, up to 40, that are necessary for each instance of bereavement. For purposes of this Section, immediate family shall mean father, father-in-law, mother, mother-in-law, step-parent, brother, step-brother, sister, step-sister, wife, husband, registered domestic partner, child, step-child, grandparent, grandparents in-law, grandchild, legal guardian or other individuals whose relationship to the employee is that of a dependent, a domestic partner as defined by California

Family Code Section 297, or a person who stood *in loco parentis* (in place of a parent) to the employee.

F. Parenthood Leave

1. A regular employee will be granted parenthood leave of absence with pay not to exceed 160 hours per year upon presentation of evidence to his/her department director of the birth or adoption of the employee's child or children. Any such leave must be taken within one year of the birth or adoption of the employee's child or children.
2. A regular employee may be granted a single parenthood leave of absence without pay, not to exceed one-hundred and eighty (180) calendar days per year, upon approval from the City Manager. The employee requesting such leave shall present evidence to his/her Department Director of the birth or adoption of the employee's child or children. The City will comply with all elements of parenthood leave under the Family Medical Leave Act and the California Family Rights Act. Any such leave will run concurrently with parenthood leave as provided for under the FMLA and CFRA.

G. Jury Duty and Subpoenas

Every employee of the City who is subpoenaed as a witness for a local, state or federal government shall be entitled to absent herself/himself from her/his duties with the City during the period of such service or while necessarily being present in court as a result of such call or subpoena, and shall receive full compensation.

In order to balance the City of Irvine's interest in maintaining productivity with the interest that employees are able to support our system of justice by serving on juries, paid Jury Duty is limited to a maximum of 80 hours in a calendar year. If an employee, despite reporting the limit to the Court, is required to serve beyond 80 hours, he or she can request an exception of the limit on paid Jury Duty Leave by the City Manager.

For employees working on shifts in the Police Department, time served on jury duty will be counted as work hours for that date up to the maximum number of hours normally worked by the employee on that date.

If a unit member is required to be absent from work to report for jury duty, the employee will notify his/her supervisor of the absence as soon as possible, including, a phone message the night before if the employee finds out via a phone recording that he/she must report the next day.

An employee on jury duty must either return to work after the jury service is done for the day if there are still four hours left on his/her shift or call in to his/her supervisor and ask to use leave to cover the rest of his/her shift.

Employees who are scheduled for a swing or graveyard shift on a day they are called to jury service will be authorized to change their work hours in order to report to jury service.

Employees who are called to jury duty will not be subject to working their full graveyard or swing shift if there is not a minimum of 10 hours before or after assigned jury duty. If there is less than 10 hours between the end of a shift and the start of jury duty, employees will be permitted to leave their shift early to allow for a minimum break of 10 hours. In this situation, employees will be paid for the remainder of their shift. If there is less than 10 hours between the end of jury duty and the start of their shift, employees will be able to delay their usual start time to ensure a 10-hour break in between. In this event, the employee's usual end time will remain the same. In this situation, employees will be paid from the start time of their shift until they report to work at the appropriate time to ensure a 10-hour break in between the end of jury duty and when they report to work. The 10-hour leave periods are provided by the City and employees are not required to use their accrued time.

For any additional time taken off before or after jury duty, an employee will be required to utilize paid accrued time subject to supervisor approval.

An employee who is called to jury duty on a non-working day will not receive compensation or be authorized to change their schedule as a result of being called to jury duty.

H. Military Leave

An employee shall be entitled to such benefits as are provided in the law. An employee requesting such military leave shall present a copy of her/his military orders to her/his Department Director prior to the beginning of the leave.

I. Industrial Accident Salary Continuance

In the event that it is determined that a regular full-time employee is absent from work as a result of any injury or disease arising solely out of the employment with the City and in no way related to any prior existing condition, the City shall provide up to six months of Industrial Accident Salary Continuance during any two-year period under the following conditions:

1. In the event the employee qualifies for compensation under State law, the employee shall receive the difference between the Worker's Compensation payments and his/her regular salary.
2. The employee's condition is not permanent and stationary as determined by the City's appointed doctor.
3. The employee shall accrue sick leave and vacation leave during the term of the Industrial Accident Salary Continuance.

In the event of an on-the-job injury or accident resulting in loss of time beyond that required for immediate medical attention, such employee may be required to be examined by a licensed physician appointed by the City of Irvine. Any on-the-job injury or accident must be reported to the employee's immediate supervisor within twenty-four (24) hours after said injury or accident. Failure to report said injury or said accident shall be grounds for disciplinary action.

J. All paid leave hours accrued shall be prorated based on the number of hours worked or paid up to 80 hours in a pay period.

K. One-Time Off Cycle Conversion of Leave to Cash

Effective the pay period including July 1, 2023, employees have the option to convert up to 40 hours of leave to cash. Employees may use any type of leave for this one-time conversion.

Article 20 - Holidays

A. Administration of Holidays

The recognized holidays to be observed by the City in each calendar year during the term of this Agreement shall be as follows:

New Year's Day
Martin Luther King Jr. Day
Washington's Birthday
Memorial Day
Juneteenth
Independence Day (4th of July)
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day

Prior to the beginning of the calendar year, Human Resources will designate and announce the dates on which the above referenced holidays shall be observed.

Regular full-time employees shall receive nine (9) hours pay for each of these holidays observed on a Monday, Tuesday, Wednesday, or Thursday. Employees shall receive

eight (8) hours pay for each of these holidays observed on a regularly scheduled working Friday. Regular full-time employees working an eight (8)-hour, five (5)-day schedule will receive eight (8) hours pay for each of these holidays. An employee must be paid for all of the regularly scheduled workday immediately prior to a holiday and the regularly scheduled workday immediately after that holiday in order to receive holiday pay. If a holiday falls on an employee's regularly scheduled day off, the employee may take off another day within the workweek upon approval of his/her supervisor.

For employees not assigned to a 7-day work schedule, holidays falling on Sunday shall be observed on the following Monday. Holidays falling on Saturday shall be observed on the preceding Friday unless this, too, is a holiday and then one day sooner. The classifications subject to a seven (7) day work schedule (i.e., the nature of their work requires coverage seven days per week:

- 1) Animal Services Officer;
- 2) Civilian Investigator I;
- 3) Civilian Investigator II;
- 4) Forensic Specialist I;
- 5) Forensic Specialist II;
- 6) Forensic Supervisor;
- 7) Public Safety Assistant;
- 8) Public Safety Dispatcher I;
- 9) Public Safety Dispatcher II;
- 10) Public Safety Lead Records Specialist;
- 11) Public Safety Records Specialist;
- 12) Senior Animal Services Officer;
- 13) Senior Public Safety Assistant; and
- 14) Supervising Public Safety Dispatcher

The Police Chief and/or the Human Resources Department have the ability to add or delete classifications from this list.

Employees assigned to work on authorized holidays shall receive regular holiday compensation and compensation in the form of overtime (one and one-half times the employee's hourly rate) for actual hours worked. At the request of the employee, and within the City's ability to maintain appropriate service levels, such assigned employees may be granted compensatory time off, in lieu of pay.

Employees who are assigned to a 7-day work schedule (i.e., where their department is open seven days a week), as designated by their department shall observe holidays on the same days as employees who are not assigned to a 7-day work schedule with the following exceptions:

New Year's Day
Independence Day (4th of July)
Christmas Eve
Christmas Day

In this case, employees shall observe the holiday on the actual day of the holiday. If another City holiday falls on a Friday that City Hall is closed, as a result, the City observes the holiday on a different day, the holiday for employees assigned to a 7-day work schedule shall be observed on the Friday.

Notwithstanding the previous two paragraphs, for employees assigned to 7-day schedules, Human Resources may designate alternate dates the City will observe holidays in order to occur in conjunction with the Holiday Leave benefit provided below in subparagraph B of this Article.

The City will determine the total number of authorized holidays that would be observed by employees on a 9/80 work schedule for each holiday listed in this Article. Employees scheduled off their regularly scheduled shift of 9 hours, 10 hours or 12 hours, due to a holiday, shall receive holiday pay equivalent to their regularly scheduled shift.

B. Holiday Leave

Effective in December 2017 and each year thereafter, employees in the unit will not be required to come to work and will be provided with three days of paid leave to be used in the pay period that includes the Christmas Eve, Christmas Day and New Year's Holidays. The dates of the three "Holiday Leave" days will be designated annually by Human Resources. Employees will be provided with three days of paid leave based on the number of hours they are regularly scheduled to work on designated "Holiday Leave" days. Employees must use this leave on the designated days unless directed to work by the Department Director or designee. In cases where the employee is directed to work on such days, the employee will be credited with leave in an amount equivalent to what they would have used had they not been directed to work. In cases where a designated "Holiday Leave" day falls on an employee's regularly scheduled day off, the employee will be credited with leave in an amount equivalent to what they would have used had it been a regularly scheduled work day. Such leave shall have no cash value, and will expire if not utilized within the pay period that includes November 30 of the following year.

Employees wanting to take additional days off in conjunction with the observed Holidays and designated Holiday Leave Days must utilize other accrued leave in accordance with existing rules.

The City shall convert all unused 2022 Holiday Leave in the employee's bank as of December 2022 (which would have otherwise expired as of November 2022) to non-expiring, non-cashable leave. This is a one-time conversion and all other provisions pertaining to the treatment and use of such leave remain in effect. Converted hours under this provision will be credited on or after January 1, 2023.

For 2022, the following shall be observed:

Monday 12/26 – Christmas Eve

Tuesday 12/27 – Christmas Day

Wednesday 12/28 – Holiday Leave

Thursday 12/29 – Holiday Leave

Friday 12/30 – Holiday Leave

For 2023, the following shall be observed:

Monday 12/25 – Christmas Eve

Tuesday 12/26 – Christmas Day

Wednesday 12/27 – Holiday Leave

Thursday 12/28 – Holiday Leave

Friday 12/29 – Holiday Leave

For 2024, the following shall be observed:

Tuesday 12/24 – Christmas Eve

Wednesday 12/25 – Christmas Day

Thursday 12/26 – Holiday Leave

Friday 12/27 – Holiday Leave

Monday 12/30 – Holiday Leave

For 2025, the following shall be observed:

Wednesday 12/24 – Christmas Eve

Thursday 12/25 – Christmas Day

Friday 12/26 – Holiday Leave

Monday 12/29 – Holiday Leave

Tuesday 12/30 – Holiday Leave

Beginning in 2023, each of the parties agree to meet in February each year to discuss the three designated “Holiday Leave” days.

Article 21 - Educational Reimbursement/Professional Development

Effective January 1, 2023, the Education Reimbursement/Professional Development program will be eliminated.

Employees covered by this Agreement shall be eligible for reimbursement of pre-approved education or professional development expenses up to a maximum of \$1,300 per calendar year. Permitted use of funds, subject to approval of the Department Director, includes:

- Tuition, books, laboratory and parking fees.
- Certification maintenance and course fees.
- Professional association memberships, seminars, conferences, including material fees, and travel costs. Travel, hotel and meal expenses for conferences, seminars, and/or job-related training are allowed subject to all guidelines established by City travel policies and procedures.
- Technology purchases including smartwatches, tablets and laptops (cellular phones excluded).
- Purchase of business attire, suits and/or uniforms.
- Up to \$500 of the employee's annual allotment may be used towards gym membership fees, exercise classes, and unreimbursed expenses associated with longevity screenings and/or an annual physical.
- Reimbursement of work-related equipment purchases and expenses. The list of approved equipment/expenses will be maintained by the Department Director.

Article 22 – Required Licenses, Trainings and Certifications

The City will pay for any trainings, licenses and certifications (including renewals) that are a requirement of a position. This only applies to requirements of positions currently held by the employee and does not apply to positions an employee wishes to attain in the future.

Article 23 - Health and Wellness Benefit

Employees covered by this agreement shall receive \$1,000 per year as a health and wellness benefit. This annual payment is non-base building. While the use of these funds are at the employee's sole discretion, they may be used to offset work related expenses, training costs and may also go toward gym membership fees, exercise classes, and unreimbursed

expenses associated with longevity screenings and/or annual physical examinations. Annual payments shall be made in lump sum proactively in January to all employees active at time of processing. Employees will not need to submit receipts to be eligible.

Article 24 – Public Safety Equipment Reimbursement Program

Due to the unique 24/7 nature of Public Safety operations, employees covered by this agreement assigned to Public Safety may seek reimbursement of up to \$300 in work-related equipment purchases and expenses per calendar year. The list of approved equipment/expenses to be used in the course of employment will be maintained by the Police Department and is subject to approval by the Police Chief.

Article 25 - Promotions

It shall be the City's policy to recruit the best-qualified persons available regardless of race, religion, color, creed, national origin, sexual preference, sex, or handicap unless sex or physical ability is a bona fide occupational qualification.

While recognizing the need for introduction of persons from outside City employment at all levels, the policy of the City is to promote employees already employed by the City when their personal qualifications, training, work performance, and work experience are determined to be comparable to applicants from other sources.

The Personnel Officer shall determine whether a recruitment shall be open or promotional, on the basis of assuring an adequate number of applicants with appropriate skills to constitute a competitive merit process.

An open selection process shall be held for all position vacancies in each class and class series. However, a promotional selection process may be utilized when the Personnel Officer, after review with the Department Director, determines such a process is in the best interest of the City. Any unit employee who elects to participate in the recruitment and meets the minimum requirements for the position will be eligible to compete in the examination

process. If the examination process includes a written test or graded test the employee will automatically receive an additional five (5) points to their score. Does not apply to practical tests or safety related tests.

When appropriate, vacancies within the unit may be filled by promotion or transfer of probationary or regular employees or other employees at the discretion of the appointing authority. Such promotion transfer shall be based on competitive examination and may include one (1) or more of the selection techniques set forth in the Personnel Rules and Procedures and measure of qualifications as may be determined by the Personnel Officer.

As set forth in the Personnel Rules and Regulations (Article 6, Section 5), an employee rejected during the probationary period from a position to which he/she was promoted shall be reinstated to the position and salary held prior to promotion if a vacancy exists, unless he/she is discharged for a reason which would have been sufficient to cause his/her discharge from his/her former position. If no vacancy exists, the employee shall be placed on a re-employment list for the classification from which he/she was promoted. Employees are not entitled to notice or a hearing if rejected during probation.

Article 26 - Layoff and Recall

Whenever in the judgment of the City Council, it becomes necessary for lack of work or lack of funds, or because the necessity for a position no longer exists, the City Council may abolish any position or employment in this bargaining unit. The employee holding such position may be laid off without the right of appeal. ICEA will be notified in writing of proposed layoffs of ICEA positions. Prior to the abolishment of any ICEA position in the competitive service due to lack of funds or a severe economic downturn, City Management will meet with ICEA representatives to discuss the following issues:

1. Reasons for proposed layoffs.
2. Possible alternatives to layoffs.
3. Alternative solutions to mitigate any effects of potential layoffs.

Although the City will consult with ICEA prior to implementing any layoffs in its bargaining unit, the final determination on the decision to implement any layoffs will be made by the City Council.

When a position within a department or division is abolished as is provided in Section II. G-110 of the City Code, the following general procedure shall be observed:

- A. The order of layoff shall be established by the Personnel Officer or his/her designee. He/she shall list all employees in the affected classification(s) using the employees' performance reviews and seniority ratings.
- B. An employee's seniority will be modified in the following manner, using the two most recent annual performance evaluation ratings for seniority demerits and the one most recent annual performance evaluation ratings for seniority merits:

<u>Number of Ratings</u>	<u>Level of Rating</u>	<u>Modification to Seniority</u>
1	Unsatisfactory or Needs Development	Subtract 1 year
2	Unsatisfactory or Needs Development	Subtract 3 years
1	Excellent	Add 1 year

The employee's seniority will be modified in the following manner:

<u>Number of Ratings</u>	<u>Level of Rating</u>	<u>Modification to Seniority</u>
1	Does not receive a minimum of Accomplished Standards rating	Subtract 1 year
2	Does not receive a minimum of Accomplished Standards rating	Subtract 3 years
1	Outstanding	Add 1 year

- C. The order of layoff will begin with the employee(s) with the least modified total seniority. When the modified total seniority ranking is the same, the Appointing Authority shall take past performance evaluations and the needs of the City into consideration.
- D. Prior to the establishment of the order of layoff, the Personnel Officer or his/her designee shall furnish all employees proposed to be included on the layoff list with a copy of the "Proposed Order of Layoff" and a copy of any materials not otherwise available to the employee which were relied upon by the Personnel Officer or his/her designee in establishing the employee's position thereon. If the employee wishes to contest the application of the criteria set forth in this policy to his/her position on the list, the employee may request an opportunity to present his/her case to the Personnel Officer or his/her designee within seven (7) calendar days following the establishment and distribution of the "Proposed Order of Layoff" list and supporting materials. After meeting with all employees wishing to be heard with respect to their position on the layoff list, the Personnel Officer or his/her designee shall establish the "Final Order of Layoff." The decision of the Personnel Officer or his/her designee shall be final and not subject to the grievance process.
- E. No employee shall be laid off from his/her position in any department while an emergency, temporary, provisional, regular part-time and part-time, or contract employee is serving in the same classification in the same department. No regular employee shall be laid off in any department while a probationary employee is serving in the same classification in the same department. Employees to be laid off shall be given at least fourteen (14)-calendar days prior notice.
- F. An employee who receives a final layoff notice under the provisions of this policy who holds regular full-time status may within seven (7) calendar days of receipt of the layoff notice request demotion to a position within the employee's classification series for which the employee possesses the minimum qualifications and the position remains a budgeted position. In that event, the employee's position on the layoff list shall be

reevaluated as though the employee is in the new classification utilizing the same criteria established for the original list.

- G. After the bumping process has occurred and if no budgeted position is available within the classification series, the employee may request a transfer or demotion to a position in a similar classification series for which the employee possesses the minimum qualifications and the position remains a vacant budgeted position. For the purposes of this Section, a similar classification will mean an ICEA-represented position that is in the same or lower pay grade and requires similar education, skills and/or experience as the position which the employee currently holds, as determined by the Personnel Officer. The employee's request will be considered by the Personnel Officer, who will make every effort to provide for reasonable education and experience equivalencies in determining an employee's minimum qualifications for the available position.

If there is more than one affected employee who is requesting a transfer or demotion into an available position, the City will determine the order of bumping by using the same methodology as described in Sections A, B and C of this Article.

- H. The names of employees laid off or demoted in lieu of layoff shall be placed upon reemployment lists for one year for those job classes requiring basically the same qualifications, duties, and responsibilities of the class from which layoff or demotion in lieu of layoff was made.
- I. Persons whose names are placed on reemployment lists, and who are re-employed within the prescribed period, shall be regarded as having been on "unpaid" leave of absence during this period and will resume accruals of vacation, sick, and other leaves per this Agreement.

Article 27 – Seniority

Seniority shall be defined as the total amount of actual continuous service as a full-time employee, excluding approved leaves of absence without pay in excess of thirty (30) calendar

days, including leave of absence for service in the Armed Forces of the United States. Seniority will be a factor when considering promotions and transfers and layoffs. Upon written request the ICEA shall receive whatever written seniority list is available at the time of the request.

An employee who is not a full-time employee shall not lose any previously accrued seniority by virtue of the employee having a status other than that of a full-time employee; however, no seniority shall accrue during any period of time in which an employee is on an approved leave without pay in excess of thirty (30) calendar days, or during any period of time in which an employee has a City employment status other than that of a full-time employee or a job-sharing employee. An employee shall only be entitled to a fifty percent (50%) seniority accrual (i.e., seniority shall be accrued at the rate of one day of seniority for each two days of service) during any period of time in which an employee is classified as a job-sharing employee.

Article 28 - Safety

The City shall provide and maintain a healthy and safe place of employment. No employee shall be required to work under conditions dangerous to the employee's health or safety. The City shall provide and maintain all safety equipment and comply with all health and safety laws and regulations necessary for employees to perform their jobs in a safe manner. Employees shall report unsafe practices, equipment or conditions to their supervisors.

ICEA shall have the right to appoint a voting member to the City Safety Committee. The Committee will develop appropriate rules and regulations to strengthen safety in the workplace.

Any employee has the right to request a Safety Committee review of workplace conditions in written form. The Safety Committee will investigate employee requests for review of worksite conditions and make recommendations to reduce or eliminate the concern. A report of findings shall be provided to the employee within sixty (60) calendar days from receipt of written concern. The secretary of the Safety Committee shall forward a copy of all regular

meetings minutes to the Secretary of ICEA on a regular basis. The Safety Committee shall meet on a monthly basis unless the Committee deems otherwise.

Article 29 - Uniforms, Safety Gear and Inclement Weather Gear

Employees in designated classes shall be provided and required to wear City uniforms. Steel-toed shoes and safety glasses will be provided to employees whose regular duties require their usage. Rain gear will be provided to employees whose regular full-time duties require them to work outside on a continuous basis in adverse elements.

The City will provide an orange, reflective jacket to each full-time employee who regularly works in the public street section and traffic signal repair section. Each employee will be responsible for the reasonable care and cleaning of his or her jacket. Jackets shall be used for official City business only, and shall have the City logo or identification prominently displayed.

Article 30 - Personnel Files

The official personnel file for each City employee shall be maintained by Human Resources. Employees have the right to review their official personnel file in Human Resources by scheduling a specific date and time, at least 24 hours in advance, with Human Resources staff.

A copy of any commendations, written warnings or reprimands, disciplinary actions, Personnel Action Forms and performance reviews placed in the employee's personnel file will be provided to the employee.

Written reprimands shall be retained at least one year. If after one year no similar or other unacceptable behavior is reported, the employee may request in writing that the reprimand be purged from his/her file. Upon review and approval of the Department Director, the written reprimand shall be removed from the employee's file.

Article 31 - Child Care

It is understood that twenty percent (20%) of the enrollment of the Irvine Child Care Center will be made available to children of City of Irvine employees subject to availability of openings within the facility at the cost of the employee.

Article 32 - Probationary Period/Provisional Appointment/Job Sharing

The probationary period shall be six (6) months of actual and continuous service unless otherwise extended for up to 6 months under the Personnel Rules and Procedures, with the exception of the following classifications for which the probationary period shall be one (1) year of actual and continuous service; Public Safety Dispatcher, Public Safety Assistant, Senior Public Safety Assistant, Forensic Supervisor, Forensic Specialist I/II, Civilian Investigator I/II, Police Recruit and Supervising Public Safety Dispatcher.

In the case of a current full-time employee in an ICEA represented class receiving a provisional appointment (i.e., moving to a position where there is a vacancy – Acting for current employees and Interim for employees hired from outside the City) such provisional appointment shall not be made for a period of less than twenty-eight (28) calendar days. If the position is in another bargaining unit, the employee shall not be entitled to the following changes in compensation and benefits: Annual Physical Examination reimbursement, Retiree Health Voluntary Employees' Beneficiary Association (VEBA) plan, and health plans.

Interested employees in ICEA-represented classes may be considered for job sharing.

Article 33 - Non-Discrimination

Neither party to this Agreement shall discriminate against any employee on the basis of any legally protected status enumerated under the law. The parties further agree that they shall not interfere with, intimidate, restrain, coerce, or discriminate against any employee in his/her free choice to participate or not participate in the activities of and right to join the ICEA.

Article 34 - Contracting Out

The City will notify ICEA in writing at least fourteen (14) calendar days in advance of entering into any contract which will result in a reduction in regular hours of existing employees in classifications set forth in Attachment I; provided, however, nothing herein shall limit the City's right to contract out beyond that notice. If ICEA feels that an impropriety has occurred regarding contracting out, ICEA may contact Human Resources in writing and the situation will be investigated.

In the event a member of the ICEA bargaining unit is laid-off from his/her employment with the City, without opportunity to voluntarily demote into a lower position or transfer into a comparable position in the City, due to privatization or contracting-out of a city service, the City will provide a severance. The severance shall be equivalent to forty (40) hours of pay, at the current base hourly rate of pay, for every year of full-time City service rounded to the closest full year of service. Additionally, the City will provide a one-time cash equivalent payment for continuing health insurance premiums, using the individual's current elected coverage levels and insurance providers, payable through the end of the month in which the severance expires.

- A. For example, an individual with seven (7) years and seven (7) months of City service would receive eight (8) weeks, or 320 hours, of pay and three (3) months cash equivalent of health insurance premiums.

Article 35 - Severability

It is understood and mutually agreed that this Agreement is subject to all applicable Federal, State, and City laws and ordinances.

If any provision of this Agreement is determined to be invalid or illegal by a court of competent jurisdiction, such provisions will not be deemed valid and shall be severed from this Agreement, except to the extent permitted by law, but the remainder hereof shall remain in

full force and effect. Should any change be made in any State or Federal law, or in any rules and regulations implementing such legislation, or in any City Charter provision, which would be contrary to any provision contained herein, then such provision shall be automatically terminated but the remainder of this Agreement shall remain in full force and effect.

The Parties hereto shall meet-and-confer within a reasonable time for the purpose of replacing any provision of this Agreement determined to be invalid or illegal pursuant to this paragraph.

Article 36 - Concerted Activities

Apart from and in addition to existing legal restrictions upon and remedies for work stoppage, the ICEA hereby agrees that during the term of this Agreement, neither it nor its members or agents, representatives or persons acting in concert with any of them, shall incite, engage or participate in any strike, walkout, slowdown, sick-out or other work stoppage of any nature against the City whatsoever, or wheresoever located, including but not limited to disputes which are related to the subject matter contained in this Agreement; disputes which are specifically not subjects of this Agreement; disputes between the City and other employee organizations, persons or employees; jurisdictional disputes. In the event of any strike, walkout, slowdown, sick-out or other work stoppage or threat thereof against the City, ICEA and its officers will take steps reasonably within their control to end or avert the same.

Those represented by the ICEA will not authorize, engage in, encourage, sanction, recognize or assist in any strike, slowdown, walkout, sick-out or other work stoppage against the City or picket in furtherance thereof, or participate in unlawful concerted interference in violation of this provision, or refuse to perform duly assigned services in violation of this provision. It is understood that any person represented by ICEA found in violation of this provision will be subject to discipline, including termination, as determined by the City Personnel Officer, according to Personnel Rules and Regulations.

Article 37 - Term

The terms and conditions of this Agreement will be effective November 12, 2022, unless otherwise stated in the Agreement. This Agreement shall remain in full force and effect until June 30, 2026, and shall supersede all other Agreements between the parties.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding as of the 8th day of November, 2022.

CITY OF IRVINE

By DocuSigned by:
Lori Thompson
 By DocuSigned by:
Brian King
 By DocuSigned by:
Jimnee Medina
 By _____
 By _____
 By _____
 By _____

IRVINE CITY EMPLOYEES ASSOCIATION

By DocuSigned by:
Kyle Aldorp
 By DocuSigned by:
Allyson Dierdorff
 By DocuSigned by:
Tim Knight
 By DocuSigned by:
Mina Berbiglia
 By DocuSigned by:
Troy Broce
 By DocuSigned by:
Jose Valle
 By DocuSigned by:
Jerry Carter
 By DocuSigned by:
Jose Alvarado
 By DocuSigned by:
Byron Gemmell
 By _____

ATTACHMENT I
HOURLY CLASSIFICATIONS REPRESENTED BY
ICEA

<u>POSITION TITLE</u>	<u>PAY GRADE</u>
Accounting Technician	6
Administrative Aide	8
Administrative Secretary	7
Animal Care Center Coordinator	10
Animal Services Officer I	8
Animal Services Officer II	9
Aquatics Coordinator	10
Armorer	10
Building Inspector I	8
Building Inspector II	10
Civilian Investigator I	8
Civilian Investigator II	10
Code Enforcement Technician	6
Code Enforcement Officer I	8
Code Enforcement Officer II	9
Community Services Program Coordinator	10
Community Services Specialist	6
Computer Technician	8
Construction Inspector	10
Deputy City Clerk I	7
Deputy City Clerk II	9
Deputy City Clerk III	11
Disability Services Coordinator	10
Duplicating Technician	6
Engineering Aide	6
Engineering Technician	8
Equipment Mechanic	7
Equipment Operator I	7
Equipment Operator II	8
Exhibition Coordinator	10

Facilities Maintenance Specialist	8
Facilities Maintenance Technician	6
Facilities Reservations Coordinator	10
Food Services Specialist	9
Forensic Specialist I	8
Forensic Specialist II	10
Forensic Supervisor	14
GIS Application Specialist	8
Human Resources Specialist	9
Information Specialist	6
Inspector Trainee	8
Landscape Contract Specialist	8
Landscape Maintenance Specialist	8
Landscape Maintenance Technician	6
Lead Accounting Technician	8
Lead Building Inspector	13
Lead Code Enforcement Officer	12
Lead Equipment Mechanic	9
Lead Information Specialist	8
Lead Facilities Maintenance Technician	9
Lead Landscape Maintenance Technician	9
Lead Mail Coordinator	7
Lead Permit Specialist	9
Lead Street Maintenance Technician	9
License Specialist	6
Mail Coordinator	6
Master Facilities Maintenance Specialist	10
Master Landscape Maintenance Specialist	10
Media Services Specialist	10
Multimedia Specialist, IPD	10
Office Specialist	4
Paratransit Driver	4
Permit Specialist I	6
Permit Specialist II	7
Permit System Specialist	11

Plans Examiner	10
Police Recruit	7
Principal Code Enforcement Inspector	12
Program Assistant	7
Program Specialist	9
Property & Evidence Specialist I	7
Property & Evidence Specialist II	8
Public Information Specialist	6
Public Safety Assistant	6
Public Safety Dispatcher I	7
Public Safety Dispatcher II	8
Public Safety Lead Records Specialist	8
Public Safety Records Specialist	6
Senior Accounting Technician	7
Senior Animal Care Specialist	6
Senior Animal Services Officer	9
Senior Building Inspector	12
Senior Code Enforcement Officer	10
Senior Construction Inspector	12
Senior Equipment Mechanic	8
Senior Office Specialist	6
Senior Permit Specialist	8
Senior Public Safety Assistant	8
Senior Registered Veterinary Technician	10
Senior Vehicle Installation Technician	10
Street Maintenance Specialist	8
Street Maintenance Technician	6
Supervising Public Safety Dispatcher	10
Traffic Systems Analyst	11
Traffic Systems Specialist	10
Traffic Systems Technician	8
Transit Program Dispatcher	8
Vehicle Installation Technician	6
Video Production Specialist	8

ATTACHMENT II
LABOR/MANAGEMENT COMMITTEE REOPENER

The parties agree to meet and confer on July 1, 2025, to review, analyze, and develop recommendations that result from the Labor/Management Committee. Neither party is under any obligation to agree to amend any terms of this contract as part of the aforementioned meet and confer process.

ATTACHMENT III
ONSITE SHIFT DIFFERENTIAL PAY

Following the pay period including April 16, 2022, all active employees not participating in the telecommuting program will be paid \$250 per month (paid biweekly over twenty-six pay periods).

Employees participating in the telecommuting program are not eligible for this payment unless and until they opt out of the program. In such cases, payment will commence the pay period following submission of a Personnel Action Form approved by the Department Director.

This provision and pay will expire twelve months after implementation unless it is otherwise halted, extended or modified via labor negotiations and approved by the City Council.

ATTACHMENT IV
LABOR/MANAGEMENT COMMITTEE – BENCHMARK/MARKET STUDY

The City will undergo a classification/market study for the purposes of reviewing compaction, internal benchmark relationships, salary structure, and market placement among all cities in Orange County. The City will form a Labor/Management Committee upon completion of the study or January 1, 2024, (whichever is sooner) to review, analyze, and develop recommendations for implementation during a July 2025 reopener.

ATTACHMENT V

LABOR/MANAGEMENT COMMITTEE – HEALTH INSURANCE STRUCTURE

Effective January 1, 2024, representatives from the City and the labor associations will form a Labor/Management Committee for the purposes of evaluating the health insurance structure.