

AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF NORWALK  
AND THE  
NORWALK CITY EMPLOYEES ASSOCIATION

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- A. The City of Norwalk (City) and the Norwalk City Employees Association-General and Hourly Units (Union) hereby agree to amend the July 1, 2006 to June 30, 2009 Memorandum of Understanding as follows:
1. The Memorandum of Understanding (MOU) between the City and the Union effective July 1, 2006 to June 30, 2009, amended and extended to be effective July 1, 2009 to June 30, 2010, shall be amended and extended to be effective July 1, 2010 to June 30, 2011.
  2. This is for the purpose of continuing the terms and conditions of the MOU currently in effect. These purposes include, but are not limited to general, leave, benefit and employment provisions under the current MOU.
  3. Section 18. Holidays is amended for fiscal year 2010/2011, as outlined in Exhibit A.
  4. There are no amendments and/or scheduled increases to Section 24. Medical/Dental/Vision Insurance; and Section 30. Salaries.
- B. The parties agree that the City and the Association will form a labor-management committee to be made up of up to three full-time representatives from each party. The purpose of this committee is to examine, evaluate and make recommendations to the City Manager with regards to addressing the City's unfunded post retirement benefit liability and the Employer and Employee contribution into the California Public Employees Retirement System. Recommendations to the City Manager are to be made no later than October 1, 2010.
- C. The parties agree that the City and the Association will form a labor-management committee to be made up of up to three representatives from each party. The purpose of this committee is to examine, evaluate and make recommendations to the City Manager with regards to making available a flexible spending account plan. Evaluation criteria will include finding a provider that waives City fees and provides the greatest benefit to participants. Benefits would be provided on a pre-tax basis under Internal Revenue Code Section 125. The flexible spending account plan is voluntary and will be made available to both General & Hourly Units.

- D. The parties agree that the City and the Association will form a labor-management committee to be made up of up to three representatives from each party. The purpose of this committee is to examine, evaluate and make recommendations to the City Manager with regards to addressing the City workers' compensation program in an effort to mitigate costs and create a program that more closely reflects statutory benefits.
- E. The parties agree that the City will conduct classification and compensation studies and make appropriate recommendations, for the following classifications and/or individuals:
- Dispatcher
  - Office Assistant II in the Department of Transportation, Transit Operations Division
  - Office Assistant I and Office Assistant II in the Department of Community Development, Property Maintenance Division
  - Permit Technicians
- F. The parties agree that the City and the Association will form a labor-management committee to be made up of up to three representatives from each party. The purpose of this committee is to examine, evaluate and make recommendations to the City Manager with regards to defining and setting guidelines for the City's Incentive Program.

Agreed Upon and Approved:

CITY OF NORWALK


NORWALK CITY EMPLOYEES ASSOCIATION

  
 ERNIE V. GARCIA  
 City Manager  
 City of Norwalk


7/15/10  
 Date

  
 LINDA AMPARAN  
 Business Representative  
 Norwalk City Employees Association,  
 Local Lodge 1957, DL 947, IAMAW

7/15/10  
 Date

  
 ERNIE HERNANDEZ  
 Director of Human Resources  
 City of Norwalk

7-15-10  
 Date

  
 Anthony Garcia  
 President  
 Norwalk City Employees Association

7/15/10  
 Date

Grissel Chavez 7/15/10  
City of Norwalk Date

Janet Schabow 7-1540  
JANET SCHABOW Date  
Business Representative  
Norwalk City Employees Association,  
Local Lodge 1957, DL 947, IAMAW

Andresa Devoy 7/15/10  
City of Norwalk Date

[Signature] 7/15/10  
NCEA Date

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City of Norwalk Date

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NCEA Date

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City of Norwalk Date

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NCEA Date

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NCEA Date

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