

**RECEIVED**

APR 10 2001 *Done*

RESOLUTION NO. 8343-01

**PERSONNEL**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE  
AMENDING AND EXTENDING THE CURRENT MEMORANDUM OF  
UNDERSTANDING ON SALARIES, WAGES AND FRINGE BENEFITS FOR  
1999-2003, BY AND BETWEEN THE GARDEN GROVE CHAPTER OF THE ORANGE  
COUNTY EMPLOYEES ASSOCIATION, AND THE CITY OF GARDEN GROVE**

**THE CITY COUNCIL OF THE CITY OF GARDEN GROVE DOES HEREBY  
RESOLVE:**

1. That the current Memorandum of Understanding on Salaries, Wages and Fringe Benefits 1999-2001, by and between the Garden Grove Chapter of the Orange County Employees Association, dated August 24, 1999, and signed by authorized representatives on behalf of the Employees Association, and the City Manager on behalf of the City of Garden Grove, is hereby amended by the attached agreement extending the agreement through September 30, 2003.

2. That Resolution No. 8221-99 is hereby amended.

Adopted this 13th day of March, 2001.

/s/ BRUCE A. BROADWATER  
MAYOR

ATTEST:

/s/ RUTH E. SMITH  
CITY CLERK

STATE OF CALIFORNIA    )  
COUNTY OF ORANGE    ) SS:  
CITY OF GARDEN GROVE )

I, RUTH E. SMITH, City Clerk of the City of Garden Grove, do hereby certify that the foregoing Resolution was duly adopted by the Council of the City of Garden Grove, California, at a regular meeting held on the 13 th day of March, 2001 by the following vote:

AYES:       COUNCILMEMBERS: (5) DALTON, LEYES, ROSEN, TRAN, BROADWATER  
NOES:       COUNCILMEMBERS: (0) NONE  
ABSENT:     COUNCILMEMBERS: (0) NONE

/s/ RUTH E. SMITH  
CITY CLERK

**AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN  
THE GARDEN GROVE CHAPTER OF THE ORANGE COUNTY EMPLOYEES  
ASSOCIATION AND THE CITY OF GARDEN**

Representative of the City of Garden Grove and the Garden Grove Chapter of the Orange County Employees Association (the "Association") agree to amend the Memorandum of Understanding executed by the parties which covers the period between October 1, 1999 and June 30, 2000. (1999-2000 MOU)

**ARTICLE II : SALARY AND COMPENSATION**

**AMEND SECTION 1: WAGES**

c. Effective June 30, 2001, the salary range for each classification represented by this Agreement will be increased by five percent (5%). (Attached: Salary Range Schedule - Effective 06/30/2001 - 07/06/2002).

d. Effective July 6, 2002, a new top step will be added to the salary range of each classification in the unit represented by this Agreement. In addition, the "A" and "B" steps of the former salary range will be phased out. (Attached: Salary Range Schedule - Effective 07/06/2002 - 09/30/2003)

Each employee who on July 6, 2002 has successfully completed one year or more of service at the old "H" step of the salary range of the classification then occupied shall be eligible to advance to the new "G" step, based upon current standards for step advancement.

All other unit employee shall be placed in the new salary range according to their then current salary rate as of July 5, 2002 (e.g., an employee who was at the old "F" step will now be at the new "D" step) and be eligible to advance to the next step of their classification as soon as they have successfully completed one year of service at their current salary level. The former "A" and "B" steps will be phased out after all former "A" and "B" step employees have satisfactorily completed six (6) months (B step - 12 months) of service and been recommended for a merit increase. Until all former "A" and "B" step employees have reached their initial eligibility date for moving to the new "A" step (i.e.: new "A" step eligibility date), new employees will be hired at a "Y" rate (i.e.: former "A" step), then moved up to the new "A" step based upon standards for merit advancement on their new "A" step eligibility date.

**AMEND SECTION 4: BILINGUAL PAY**

Effective June 30, 2001, the City agrees to increase the pay to sixty dollars (\$60) per pay period. Effective July 6, 2002, the City agrees to increase the pay to seventy dollars (\$70) per pay period.

**ARTICLE III: FRINGE BENEFITS**

**AMEND SECTION 1: RETIREMENT PLAN**

e. Between July 1, 2002 and December 31, 2002, the City will amend its contract with PERS to reduce the miscellaneous employees contribution from eight percent (8%) to seven percent (7%). The reduction will become effective the payroll following the effective date of the contract amendment.

f. By October 15, 2001, the City shall amend its contract with PERS to provide Section 21312.2 (3% at 50 Full formula) benefit to the Public Safety retirement plan to those designated sworn employees in the Association (Special Officer).

The City and the Association agree that at any time should the City "Employer" PERS rate exceed thirteen (13.00%) percent, then any cost above said 13.00% will be evenly split between the City and those effected sworn employees (Special Officer) covered by the public safety retirement plan.

The employees (Special Officer) covered by this Agreement shall be responsible for that portion of the other one-half of the increase which is attributable to providing the 3% at 50 coverage for the employees (Special Officer). For example, if the City's Employer Rate becomes 14.00%, the 1.0% amount over 13.00% will be evenly split, with the City paying the 1.50% amount and the employees having the deduction for their PERS contribution increased by that proportionate share of the other one-half of the increase which is attributable to providing 3% at 50 coverage to sworn members of the Police Association.

The parties agree that should the City's "Employer" PERS rate exceed 23.00%, they agree to reopen the MOU to meet and confer regarding alternatives and/or options to either reduce the City "Employer" PERS rate or develop other ways for the employees (Special Officer) to pay the increased retirement amounts.

**AMEND SECTION 4: CITY FRINGE BENEFIT CONTRIBUTION**

f. Effective January 2002, the City shall provide a "base" \$ 446.00 per month composite fringe benefit contribution, which includes the \$16.00 described in Section 2 of this Article.

g. Effective January 2003, the City shall provide a "base" \$ 490.00 per month composite fringe benefit contribution, which includes the \$16.00 described in Section 2 of this Article.

**AMEND EXHIBIT A**

The following classifications and salary ranges shall be added/deleted or modified in the Exhibit "A" of the MOU.

	<u>Effective 6/30/01</u>
Assistant Planner	E 150 (Modified)
Fire Prevention Technician	E 140 (Modified)
Graphics Designer	E 135 (New Position)
Graphics Arts Illustrator	E 115 (Delete)
Graphics Assistant	E 115 (New Title)
Special Officer	E 147 (Modified)
Senior Special Officer	E 137 (Deleted)
Senior Repo Equipment Operator	E 135 (Modified)

**TERM OF MEMORANDUM OF UNDERSTANDING**

The term of this Memorandum of Understanding shall be extended from June 30, 2001 until September 30, 2003.

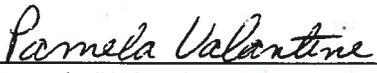
Effective date of this amendment is February 28, 2001.

DATED: March 7, 2001

CITY OF GARDEN GROVE

  
\_\_\_\_\_  
Steven A. Larson  
Personnel Services Director

GARDEN GROVE CHAPTER  
OF THE ORANGE COUNTY  
EMPLOYEES ASSOCIATION

  
\_\_\_\_\_  
Pamela Valentine  
Chapter President

SALARY RANGE SCHEDULE - EFFECTIVE 06/30/2001 - 07/05/2002

CODE..	A-STEP	B-STEP	C-STEP	D-STEP	E-STEP	F-STEP	G-STEP	H-STEP
E101	1960	2060	2165	2276	2392	2514	2642	2777
E102	1980	2081	2187	2298	2416	2539	2668	2804
E103	2000	2102	2209	2321	2440	2564	2695	2833
E104	2020	2123	2231	2345	2464	2590	2722	2861
E105	2040	2144	2253	2368	2489	2616	2749	2889
E106	2060	2165	2276	2392	2514	2642	2777	2918
E107	2081	2187	2298	2416	2539	2668	2804	2948
E108	2102	2209	2321	2440	2564	2695	2833	2977
E109	2123	2231	2345	2464	2590	2722	2861	3007
E110	2144	2253	2368	2489	2616	2749	2889	3037
E111	2165	2276	2392	2514	2642	2777	2918	3067
E112	2187	2298	2416	2539	2668	2804	2948	3098
E113	2209	2321	2440	2564	2695	2833	2977	3129
E114	2231	2345	2464	2590	2722	2861	3007	3160
E115	2253	2368	2489	2616	2749	2889	3037	3192
E116	2276	2392	2514	2642	2777	2918	3067	3224
E117	2298	2416	2539	2668	2804	2948	3098	3256
E118	2321	2440	2564	2695	2833	2977	3129	3288
E119	2345	2464	2590	2722	2861	3007	3160	3321
E120	2368	2489	2616	2749	2889	3037	3192	3355
E121	2392	2514	2642	2777	2918	3067	3224	3388
E122	2416	2539	2668	2804	2948	3098	3256	3422
E123	2440	2564	2695	2833	2977	3129	3288	3456
E124	2464	2590	2722	2861	3007	3160	3321	3491
E125	2489	2616	2749	2889	3037	3192	3355	3526
E126	2514	2642	2777	2918	3067	3224	3388	3561
E127	2539	2668	2804	2948	3098	3256	3422	3597
E128	2564	2695	2833	2977	3129	3288	3456	3633
E129	2590	2722	2861	3007	3160	3321	3491	3669
E130	2616	2749	2889	3037	3192	3355	3526	3706
E131	2642	2777	2918	3067	3224	3388	3561	3743
E132	2668	2804	2948	3098	3256	3422	3597	3780
E133	2695	2833	2977	3129	3288	3456	3633	3818
E134	2722	2861	3007	3160	3321	3491	3669	3856
E135	2749	2889	3037	3192	3355	3526	3706	3895
E136	2777	2918	3067	3224	3388	3561	3743	3934
E137	2804	2948	3098	3256	3422	3597	3780	3973
E138	2833	2977	3129	3288	3456	3633	3818	4013
E139	2861	3007	3160	3321	3491	3669	3856	4053
E140	2889	3037	3192	3355	3526	3706	3895	4093
E141	2918	3067	3224	3388	3561	3743	3934	4134
E142	2948	3098	3256	3422	3597	3780	3973	4176
E143	2977	3129	3288	3456	3633	3818	4013	4217
E144	3007	3160	3321	3491	3669	3856	4053	4259
E145	3037	3192	3355	3526	3706	3895	4093	4302
E146	3067	3224	3388	3561	3743	3934	4134	4345
E147	3098	3256	3422	3597	3780	3973	4176	4389
E148	3129	3288	3456	3633	3818	4013	4217	4432
E149	3160	3321	3491	3669	3856	4053	4259	4477
E150	3192	3355	3526	3706	3895	4093	4302	4521
E151	3224	3388	3561	3743	3934	4134	4345	4567
E152	3256	3422	3597	3780	3973	4176	4389	4612
E153	3288	3456	3633	3818	4013	4217	4432	4658
E154	3321	3491	3669	3856	4053	4259	4477	4705
E155	3355	3526	3706	3895	4093	4302	4521	4752
E156	3388	3561	3743	3934	4134	4345	4567	4800
E157	3422	3597	3780	3973	4176	4389	4612	4848
E158	3456	3633	3818	4013	4217	4432	4658	4896
E159	3491	3669	3856	4053	4259	4477	4705	4945
E160	3526	3706	3895	4093	4302	4521	4752	4995
E161	3561	3743	3934	4134	4345	4567	4800	5044
E162	3597	3780	3973	4176	4389	4612	4848	5095
E163	3633	3818	4013	4217	4432	4658	4896	5146
E164	3669	3856	4053	4259	4477	4705	4945	5197
E165	3706	3895	4093	4302	4521	4752	4995	5249
E166	3743	3934	4134	4345	4567	4800	5044	5302
E167	3780	3973	4176	4389	4612	4848	5095	5355
E168	3818	4013	4217	4432	4658	4896	5146	5408
E169	3856	4053	4259	4477	4705	4945	5197	5462
E170	3895	4093	4302	4521	4752	4995	5249	5517

SALARY RANGE SCHEDULE - EFFECTIVE 06/30/2001 - 07/05/2002

CODE..	A-STEP	B-STEP	C-STEP	D-STEP	E-STEP	F-STEP	G-STEP	H-STEP
E171	3934	4134	4345	4567	4800	5044	5302	5572
E172	3973	4176	4389	4612	4848	5095	5355	5628
E173	4013	4217	4432	4658	4896	5146	5408	5684
E174	4053	4259	4477	4705	4945	5197	5462	5741
E175	4093	4302	4521	4752	4995	5249	5517	5798
E176	4134	4345	4567	4800	5044	5302	5572	5856
E177	4176	4389	4612	4848	5095	5355	5628	5915
E178	4217	4432	4658	4896	5146	5408	5684	5974
E179	4259	4477	4705	4945	5197	5462	5741	6034
E180	4302	4521	4752	4995	5249	5517	5798	6094
E181	4345	4567	4800	5044	5302	5572	5856	6155
E182	4389	4612	4848	5095	5355	5628	5915	6217
E183	4432	4658	4896	5146	5408	5684	5974	6279
E184	4477	4705	4945	5197	5462	5741	6034	6342
E185	4521	4752	4995	5249	5517	5798	6094	6405
E186	4567	4800	5044	5302	5572	5856	6155	6469
E187	4612	4848	5095	5355	5628	5915	6217	6534
E188	4658	4896	5146	5408	5684	5974	6279	6599
E189	4705	4945	5197	5462	5741	6034	6342	6665
E190	4752	4995	5249	5517	5798	6094	6405	6732
E191	4800	5044	5302	5572	5856	6155	6469	6799
E192	4848	5095	5355	5628	5915	6217	6534	6867
E193	4896	5146	5408	5684	5974	6279	6599	6936
E194	4945	5197	5462	5741	6034	6342	6665	7005
E195	4995	5249	5517	5798	6094	6405	6732	7075
E196	5044	5302	5572	5856	6155	6469	6799	7146
E197	5095	5355	5628	5915	6217	6534	6867	7217
E198	5146	5408	5684	5974	6279	6599	6936	7290
E199	5197	5462	5741	6034	6342	6665	7005	7363
E200	5249	5517	5798	6094	6405	6732	7075	7436

SALARY RANGE SCHEDULE - EFFECTIVE 07/06/2002 - 09/30/2003

CODE..	A-STEP	B-STEP	C-STEP	D-STEP	E-STEP	F-STEP	G-STEP
E101	2165	2276	2392	2514	2642	2777	2918
E102	2187	2298	2416	2539	2668	2804	2948
E103	2209	2321	2440	2564	2695	2833	2977
E104	2231	2345	2464	2590	2722	2861	3007
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E114	2464	2590	2722	2861	3007	3160	3321
E115	2489	2616	2749	2889	3037	3192	3355
E116	2514	2642	2777	2918	3067	3224	3388
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E119	2590	2722	2861	3007	3160	3321	3491
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E124	2722	2861	3007	3160	3321	3491	3669
E125	2749	2889	3037	3192	3355	3526	3706
E126	2777	2918	3067	3224	3388	3561	3743
E127	2804	2948	3098	3256	3422	3597	3780
E128	2833	2977	3129	3288	3456	3633	3818
E129	2861	3007	3160	3321	3491	3669	3856
E130	2889	3037	3192	3355	3526	3706	3895
E131	2918	3067	3224	3388	3561	3743	3934
E132	2948	3098	3256	3422	3597	3780	3973
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E138	3129	3288	3456	3633	3818	4013	4217
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E147	3422	3597	3780	3973	4176	4389	4612
E148	3456	3633	3818	4013	4217	4432	4658
E149	3491	3669	3856	4053	4259	4477	4705
E150	3526	3706	3895	4093	4302	4521	4752
E151	3561	3743	3934	4134	4345	4567	4800
E152	3597	3780	3973	4176	4389	4612	4848
E153	3633	3818	4013	4217	4432	4658	4896
E154	3669	3856	4053	4259	4477	4705	4945
E155	3706	3895	4093	4302	4521	4752	4995
E156	3743	3934	4134	4345	4567	4800	5044
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E162	3973	4176	4389	4612	4848	5095	5355
E163	4013	4217	4432	4658	4896	5146	5408
E164	4053	4259	4477	4705	4945	5197	5462
E165	4093	4302	4521	4752	4995	5249	5517
E166	4134	4345	4567	4800	5044	5302	5572
E167	4176	4389	4612	4848	5095	5355	5628
E168	4217	4432	4658	4896	5146	5408	5684
E169	4259	4477	4705	4945	5197	5462	5741
E170	4302	4521	4752	4995	5249	5517	5798

SALARY RANGE SCHEDULE - EFFECTIVE 07/06/2002 - 09/30/2003

CODE..	A-STEP	B-STEP	C-STEP	D-STEP	E-STEP	F-STEP	G-STEP
E171	4345	4567	4800	5044	5302	5572	5856
E172	4389	4612	4848	5095	5355	5628	5915
E173	4432	4658	4896	5146	5408	5684	5974
E174	4477	4705	4945	5197	5462	5741	6034
E175	4521	4752	4995	5249	5517	5798	6094
E176	4567	4800	5044	5302	5572	5856	6155
E177	4612	4848	5095	5355	5628	5915	6217
E178	4658	4896	5146	5408	5684	5974	6279
E179	4705	4945	5197	5462	5741	6034	6342
E180	4752	4995	5249	5517	5798	6094	6405
E181	4800	5044	5302	5572	5856	6155	6469
E182	4848	5095	5355	5628	5915	6217	6534
E183	4896	5146	5408	5684	5974	6279	6599
E184	4945	5197	5462	5741	6034	6342	6665
E185	4995	5249	5517	5798	6094	6405	6732
E186	5044	5302	5572	5856	6155	6469	6799
E187	5095	5355	5628	5915	6217	6534	6867
E188	5146	5408	5684	5974	6279	6599	6936
E189	5197	5462	5741	6034	6342	6665	7005
E190	5249	5517	5798	6094	6405	6732	7075
E191	5302	5572	5856	6155	6469	6799	7146
E192	5355	5628	5915	6217	6534	6867	7217
E193	5408	5684	5974	6279	6599	6936	7290
E194	5462	5741	6034	6342	6665	7005	7363
E195	5517	5798	6094	6405	6732	7075	7436
E196	5572	5856	6155	6469	6799	7146	7511
E197	5628	5915	6217	6534	6867	7217	7586
E198	5684	5974	6279	6599	6936	7290	7662
E199	5741	6034	6342	6665	7005	7363	7738
E200	5798	6094	6405	6732	7075	7436	7815