

(Agreement Number 2019-51)

Amendment of Agreement No. 2017-38 Article 14. COMPENSATION between the Delano City Employee's Association (Miscellaneous Employee Bargaining Unit) AND The City of Delano

Effective November 4, 2019 Article 14. COMPENSATION shall be amended as follows:

ARTICLE 14. COMPENSATION

A. Salary Adjustments

1. Effective the first full pay period in FY 17/18, the current salary schedule in effect for this unit shall be increased by four percent (4%).
2. Effective the first full pay period in FY 18/19, the salary schedule in effect for this unit shall be increased by four percent (4%).
3. Effective the first full pay period in FY 19/20, the salary schedule in effect for this unit shall be increased by four percent (4%).

B. Certification Pay:

1. All positions requiring testing and current continuous (annual or periodic) certification (or re-certification) as a minimum employment standard by any State or Federal agency (e.g. WWTP Operator, Mechanic, Building Inspector etc.) shall be eligible to receive certification pay.
2. Unit members assigned to such positions shall have all certification, recertification, and testing costs borne by the City upon proof that certification has been achieved. Employees who maintain all minimum required certifications, shall receive certification pay in the amount of \$50 per month.
3. Any position assigned to the Public Works Department who possesses a Class "A" commercial license and whose Department Head has determined the use of such license would be beneficial to the operations of the division the employee is assigned to, shall be eligible, with the approval of the City Manager, to receive Certification Pay. This shall not be extended to a Class "B" or any other type of driver license.
4. Certification pay for Waste Water and Water Treatment: Each bargaining unit employee in the Waste Water Treatment Plant Department or the Water Plant Department who holds a valid certificate from the State of California in his/her specialty above those required for continued employment in his class shall receive \$50.00 per month in addition to his normal pay for each such certificate held as approved by the City Manager.

The following certificates have been designated as eligible by the City Manager for the appropriate classifications:

a. Wastewater Treatment and Water Plant Operator Certificate – Grade II


b. Wastewater Treatment and Water Plant Operator Certificate – Grade III

c. Wastewater Treatment and Water Plant Operator Certificate – Grade IV

C. **Bi-Lingual Bonus:** Employees who are designated by the employer to utilize bi-lingual oral interpreting skills shall receive \$30.00 per month. Employees who are designated by the employer to utilize bi-lingual oral and written interpreting skills shall receive \$50 per month. An employee will cease receiving the bi-lingual bonus if he/she is asked by their immediate supervisor or designee to provide interpreting or translating skills during the work day and the employee declines to do so three times. Additional testing will be required for the written skill.

D. **Tuition Reimbursement:** Subject to City Manager approval, the City shall reimburse employees up to six hundred dollars (\$600) annually for tuition, textbooks or related expenses for courses that will enable the employee to gain additional skills or knowledge in his/her area of responsibility. This does not include travel allowance. The employee must maintain at least a C in every class. **If the course is credit/no-credit or pass/fail, the employee must receive credit or must pass every course.** The employee will be reimbursed after proper proof of completion of class is submitted by providing a transcript. Reimbursement must be requested no longer than one year after completion of the course/class.

CITY OF DELANO
DATED: November 4, 2019



DCEA, MISCELLANEOUS EMPLOYEE UNIT
DATED: November 4, 2019

Edward Espinoza


Sam Mendez

Approved as to form:

Rachel Richman

Rachel H. Richman

Attest:



City Clerk