

**FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF PASADENA AND PASADENA MANAGEMENT ASSOCIATION**

OCTOBER 19, 2015 – JUNE 30, 2018

This First Amendment to the Memorandum of Understanding Between the City of Pasadena and the Pasadena Management Association dated October 19, 2015 – June 30, 2018 ("MOU") is entered into by and between the City of Pasadena and the Pasadena Management Association.

NOW THEREFORE, the parties hereto agree to amend the MOU as follows:

1. Article 11.B. is amended to read in its entirety:

Effective the beginning of the pay period that includes November 16, 2015, the salary control rate for unit classifications will be increased by 3%. Unit members will have their salaries increased by 3% up to the maximum control rate.

2. Article 11.C. is amended to read in its entirety:

Effective the beginning of the pay period that includes August 22, 2016, the salary control rate for unit classifications will be increased by 2.25%. Unit members will have their salaries increased by 2.25% up to the maximum control rate.

3. Article 11.D. is amended to read in its entirety:

Effective the beginning of the pay period that includes July 1, 2017, the salary control rate for unit classifications will be increased by 2.25%. Unit members will have their salaries increased by 2.25% up to the maximum control rate.

4. Article 12: The first two sentences of Article 12 are deleted and replaced with:

Should the City move forward with implementation of any classification adjustments prior to May 5, 2017, the City will utilize the job descriptions and salaries agreed to between the Association and the City on January 21, 2016 and February 18, 2016. The reclassification process will follow the procedures set forth in the City of Pasadena's Manual of Personnel & Administrative Rules, Section 5.C.

5. Exhibit 1 to the MOU is hereby replaced with the Exhibit 1 attached hereto, reflecting the revised salaries.
6. All other Articles, provisions, Sections, and Exhibits of the MOU not modified herein shall remain in full force and effect.

The Parties hereto have caused their duly-authorized representatives to execute this Memorandum of Understanding effective August 15, 2016.

FOR THE CITY OF PASADENA:

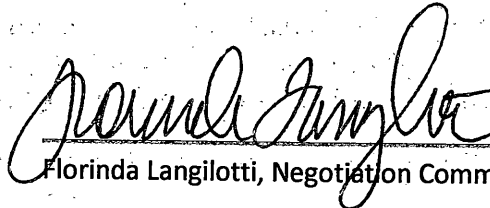
Steve Mermell, City Manager

Jennifer Curtis, Director of Human Resources


Peter Brown, Liebert Cassidy & Whitmore

Alex Souto, Principal Human Resources Analyst

FOR THE PASADENA MANAGEMENT ASSOCIATION:



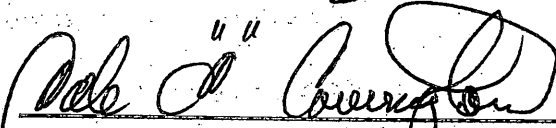
Florinda Langilotti, Negotiation Committee Chair



Glenn Rothner, Rothner, Segall & Greenstone



Dan Augustyn, Negotiation Committee Member



Dale Covington, Negotiation Committee Member