

LETTER OF AGREEMENT

by and between

CITY OF WESTMINSTER

and the

WESTMINSTER MUNICIPAL EMPLOYEES ASSOCIATION

Subject: Eligible Lists – Candidate Banding

This Agreement is entered into by and between the City of Westminster and the Westminster Municipal Employees Association (WMEA) this 22 day of March 2023.

The City of Westminster and the Westminster Municipal Employees Association have met and conferred and agree on a policy change with regard to eligibility list preparation covering all employees. The City and Union desire to modify certain provisions of the City's Personnel Policy Manual.

The City and the Union agree as follows:

1. Effective March 22, 2023, language in Employment Lists of the Personnel Policy Manual will be amended by the following:

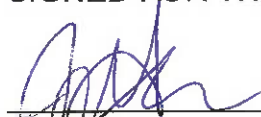
Article XII Section 8. ELIGIBILITY LISTS Upon completion of an examination, The Human Resources Director or designee shall prepare and keep on file, the Eligibility List consisting of the names of candidates who qualify in the examination. The passing grade of examinations shall be equivalent to seventy (70%) percent or above. Candidates who pass such examination shall be placed in two groups or bands as follows:

Band A: Candidates shall be placed in this band if their adjusted scores are equal to or higher than eighty (80%) percent.

Band B: Candidates shall be placed in this band if there adjusted scores are equal to or higher than seventy (70%) percent but less than eighty (80%) percent.

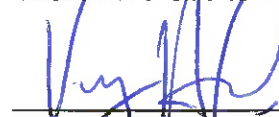
Within each band, names of candidates shall be listed in alphabetical order.

SIGNED FOR THE CITY:



Jodie Griner Date
Director of Human Resources

SIGNED FOR THE WMEA:



Vicente Huante Date
WMEA Vice President