

A memorandum of understanding (MOU) is a document outlining the agreement between two parties (i.e.: the City and labor groups). This agreement is a legal document which outlines the responsibilities and requirements for both parties.

The MOU's and other labor agreements or contracts are listed below. Please click on the link to view each one.

### **American Federation of State, County and Municipal Employees (AFSCME)**

[AFSCME MOU Effective 2013-2016](#)

### **Executive Employees**

[Executive Rules Effective 07-2013](#)

### **Mid-Management and Confidential Employees**

[Mid-Mgmt & Conf. Compensation Rules Effective 07-2013](#)

**Police Association of Covina (PAC)**

[PAC MOU Effective 2013-2016](#)

**Police Management Group (PMG)**

[PMG MOU Effective 2013-2016](#)

**Police Supervisors of Covina (PSC)**

[PSC MOU Effective 7-2013](#)

