

**MEMORANDUM OF  
UNDERSTANDING**

Between City of Angels

And

Angels Camp Police Officers Association



July 1, 2021 - June 30, 2026

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# MEMORANDUM OF UNDERSTANDING

## CITY OF ANGELS CAMP POLICE OFFICERS ASSOCIATION

This Memorandum of Understanding ("MOU" or "Agreement") is entered into by the CITY OF ANGELS, hereafter referred to as CITY, and the Angels Camp Police Officers Association, hereinafter referred to as ASSOCIATION; and has its purpose the promotion of harmonious labor relations between the CITY and the ASSOCIATION; establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

### ARTICLE I - RECOGNITION

CITY recognizes ASSOCIATION as the recognized representative for the purpose of meeting and conferring on matters within the scope of representation for all full-time employees in the classification of Police Sergeant, Corporal, and Police Officer.

### ARTICLE II - NO DISCRIMINATION

#### **SECTION 2.01: EMPLOYMENT**

The City and Association agree that there shall be no unlawful discrimination against, and/or harassment of employees or job applicants with respect to any terms or conditions of employment on the basis of actual or perceived: race, color, national origin, ancestry, sex (including pregnancy, childbirth, related medical conditions, or breastfeeding) gender, gender identity, gender expression, sexual orientation, age (40 or over), religion (including religious dress and grooming practices), physical or mental disability, medical condition, pregnancy, marital status, citizenship status, military or veteran status, genetic information or characteristics, or any other basis protected by applicable federal, state, or local law. The term "employee" shall mean all workers covered by this Agreement.

#### **SECTION 2.02: ASSOCIATION AFFILIATION**

CITY and ASSOCIATION agree to protect the rights of all employees to exercise their free choice to join, or refrain from joining, ASSOCIATION.

#### **SECTION 2.03: ASSOCIATION RESPONSIBILITIES**

ASSOCIATION recognizes its responsibilities as representative for the purpose of their meeting and conferring and agrees to represent all probationary and regular full-time employees in the unit without discrimination, interference, restraint, or coercion.

#### **SECTION 2.04 PERSONNEL POLICY RULES**

ASSOCIATION recognizes and agrees that the CITY's Personnel Policy Rules and Regulations, as may be amended from time to time after meeting and conferring with the ASSOCIATION, and/or the policies of the Angels Camp Police Department shall apply to employees covered by this Agreement, to the extent that they are not in conflict with any provision herein.

### ARTICLE III-AUTHORIZED REPRESENTATIVES SECTION

#### **SECTION 3.01: AUTHORIZED REPRESENTATIVES**

For the purpose of administering the terms and provisions of the various ordinances, resolutions, rules, and regulations adopted with this Memorandum of Understanding, CITY'S principal authorized agent shall be the City Council or other duly authorized representative, except where a particular management representative is otherwise designated; ASSOCIATION'S principal authorized agent shall be the president, and/or employee or affiliated representative designated by a majority of other employees.

#### **SECTION 3.02: ATTENDANCE AT MEETING BY EMPLOYEES**

When requested by the CITY, persons who are representatives of the ASSOCIATION shall be given reasonable time off with pay to attend meetings with CITY representatives. The use of official time for this purpose shall be reasonable and shall not interfere with the performances of CITY services as determined by the CITY. Except by mutual agreement, the number of employees excused for such purpose shall not exceed two persons. Such employee/association representatives

shall submit a request for excused absence to the Police Chief, in a manner satisfactory to the Police Chief, at least two working days prior to the scheduled meeting, whenever possible.

**SECTION 3.03: USE OF CITY FACILITIES**

The ASSOCIATION shall be allowed by the CITY to use bulletin boards for communications having to do with official association business, such as times and places of meetings, etc. In addition, employees will be allowed to use CITY facilities for meetings of the ASSOCIATION. Solicitation for membership or other internal association business shall be conducted during off-duty hours of all employees concerned. Prearrangement for contact must be made with the Police Chief if conducted during the duty period of the employees, and sufficient reason why this cannot be done during off-duty hours.

**SECTION 3.04: PAYMENT OF ASSOCIATION DUES**

A. Payment of dues shall be by payroll deduction. Upon receipt of written certification by the ASSOCIATION that an employee has signed a deduction authorization, the CITY will deduct the appropriate dues or fees from the employee's pay, as established and will remit such dues or fees to the ASSOCIATION. Payroll deductions for new members authorizing dues deduction will become effective the first of the pay period following CITY's receipt of the written certification of authorization, provided that the written authorization is provided to the CITY before 5:00 p.m. the Friday before the end of the pay period. Should a dispute arise about the existence or terms of any employee's authorization to deduct dues or fees, the ASSOCIATION will provide a copy of the individual authorization at issue to the CITY.

B. If an employee requests to cancel or change the deduction, the request must be directed to the ASSOCIATION and not to the CITY. Deductions will continue unless the ASSOCIATION provides the CITY written notice of the revocation or modification. Payroll deductions will cease or be modified the first pay period following receipt of written certification from the ASSOCIATION that the employee has revoked or modified the deduction authorization for dues or fees as long as the written authorization is provided before 5:00 p.m. the Friday before the end of the pay period. Neither the CITY nor the ASSOCIATION will discriminate against any unit member because of the exercise of their statutory rights.

C. In accordance with Government Code section 1157.12, ASSOCIATION agrees to hold the CITY harmless from all claims, demands, suits, losses, or other forms of liability that may arise against the CITY for or on account of any deduction made from the wages of such employees pursuant to this section.

**ARTICLE IV - HOURS OF WORK**

**SECTION 4.01: WORK WEEK DEFINED**

The normal workdays will be either a twelve (12) hour period, or other scheduled workdays approved by the Chief of Police. The department has adopted the thirteen, twenty-eight-day work period under the FAIR LABOR STANDARDS ACT (FLSA). The work period is not related to the pay period.

**SECTION 4.02: SHIFT**

A shift cannot exceed 16 hours without a full eight-hour break except under extreme emergency conditions.

**SECTION 4.03: SCHEDULES**

Employees shall work a basic schedule prepared by the Police Chief, or the Chief's designee and posted on the department bulletin board and/or electronically. The schedule will, at a minimum cover the work period of twenty-eight days. Each officer will be assigned a shift for a period of no less than three months, or more than six months. Subject to Section 4.06, selection of shifts shall initially be by seniority within classifications and in such a manner as to provide for the maximum rotation of shifts among all personnel. Any rotation of shift changing will also generally be done by seniority within classifications. In addition, where appropriate, the on-call duty officer shall be identified.

**SECTION 4.04: MEAL PERIODS**

All sworn employees shall normally be allowed a meal period not to exceed 60 minutes, which shall generally be scheduled in the middle of the work shift. Meal periods are considered as fully compensated hours worked, and employees may be required to respond and perform duties, as and if necessary.

**SECTION 4.05: REST PERIODS**

Employees shall be granted a reasonable rest period or "coffee break", which should be limited to 15 minutes during each four hours of regular work. Rest periods should not coincide with meals or be within one hour of beginning or finishing the workday. Rest periods not taken are waived and do not accrue. Rest periods will be scheduled by the senior officer on duty.

**SECTION 4.06: MODIFICATION OF SCHEDULES**

Within the basic categories of workday, work week, work period, work shift, rest period, and meal period, the Police Chief shall have the discretion to modify schedules to best meet the needs of the CITY. When changes are necessitated by special events or emergency conditions, the Police Chief shall give employees as much advance notice as is reasonably possible under the circumstances.

ARTICLE V - OVERTIME

**SECTION 5.01: OVERTIME**

A. Definition - Overtime is defined as assigned and authorized time worked beyond the established norm of 84 hours in a work period of fourteen (14) days.

B. When to Use Overtime - No overtime shall be worked except in case of an emergency/special event/special assignment as directed by the Chief of Police. Exception: Police report writing may be completed after the end of the regularly scheduled shift only if that officer has been unable to complete the report during the shift and only if that officer will be off the two days immediately following.

C. Authorized for Overtime - All overtime must be authorized by the Police Chief or his designated representative (Sgt/Supervisor). If prior authorization is not possible because of emergency conditions, a confirming authorization will be sought as soon as possible.

D. Computation of Compensatory Time Off (CTO) - For the purpose of computing the number of hours worked, time during which an employee is excused from work because of a holiday, vacation, sick leave, or other authorized compensatory time off (CTO) shall be considered as time worked by the employee.

E. Overtime Rate - Except as otherwise provided in the MOU, compensation for assigned and authorized overtime work for all members of the unit shall be at a rate equivalent to one- and one-half times the straight hourly rate.

F. Frequency of OT. Pay-Overtime will normally be paid on the paycheck encompassing the pay period in which overtime was earned.

**SECTION 5.02: COURT TIME**

Court time is defined as that time during which any member of the unit is subpoenaed to appear in court, at any time other than such time when the member is on a regular work shift. Any member who reports to court shall receive a minimum of three hours at the one- and one-half rate (CTO) or three hours minimum at the one- and one-half rate (paid).

**SECTION 5.03: COMPENSATORY TIME OFF (CTO)**

CTO accrual will be capped at 84 hours annually and accrued at the rate of time and one half. The City may cash out CTO at straight time amount at the end of each fiscal year as funds are available.

ARTICLE VI- LEAVES

**SECTION 6.01: HOLIDAY**

A. HOLIDAYS - Employee authorized holidays are as follows:

<u>HOLIDAY</u>	<u>DAY/DATE</u>
New Year's Day	January 1
Martin Luther King	3 <sup>rd</sup> Monday in January
Washington's Birthday	3 <sup>rd</sup> Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1 <sup>st</sup> Monday in September
Columbus Day	2 <sup>nd</sup> Monday in October
Veterans Days	November 11
Thanksgiving	Fourth Thursday in November
Day after Thanksgiving	Friday following Thanksgiving day
Christmas Eve	December 24
Christmas Day	December 25
Floating Day	(In Lieu of Election Day)
Juneteenth	June 19

B. Members of this unit that are not required to work a schedule without regard to a holiday (traditional schedule) Holidays Falling on Saturday or Sunday - When a holiday falls on a Saturday, the preceding Friday shall be recognized as a holiday. When a holiday falls on a Sunday, it shall be recognized the following Monday. If a holiday falls within an employee's vacation leave, that day shall be deemed a holiday and not a vacation day.

C. Thanksgiving and Christmas - Members of this unit shall receive 1.5 times his/her hourly rate for all hours worked, whenever he/she works the hours between 12 midnight the night before Thanksgiving or Christmas Day and 12 midnight Thanksgiving or Christmas Day. This will be in addition to the Holiday Pay.

D. Holiday Pay- Members of this unit which are required to work a schedule without regard to a holiday are entitled to 14 additional days of holiday pay, 112 hours (8 hours x 14 days) of additional holiday pay. All Holiday pay, except the floating holiday pay, will be compensated and reported to CalPERS in the pay period earned.

The floating holiday pay will be paid in the first pay period of December.

**SECTION 6.02: VACATION**

**Accrual-** All full-time employees shall be entitled to annual vacation leave with pay according to the




number of years of continuous employment, based on the following scale. Accrual in the first year starts at day one of employment until completion of each year, and so on.

A. First through Fifth Years of Continuous Employment

In the first through completion of the fifth year of continuous employment, eligible employees accrue vacation at rate which results in a total of 84 hours of paid vacation per year. The accrual rate is 84 hours/ 26 pay periods at 3.23 hours per paycheck. An employee with less than one year of service may take vacation for time earned at the time of the request.

B. Sixth through Tenth Years of Continuous Employment

In the sixth through tenth years of continuous employment, eligible employees accrue vacation at a rate which results in a total of 126 hours of paid vacation per year. The accrual rate is 126 hours / 26 pay periods at 4.85 hours per paycheck.

C. Eleven Years and Beyond of Continuous Employment-

In the 11th year of continuous employment, eight additional paid vacation hours are accrued in each additional year of continuous employment until a maximum of 166 hours is reached at 15 years as set forth in the following chart:

11 years	134 hours
12 years	142 hours
13 years	150 hours
14 years	158 hours
15 years and beyond	166 hours

Employees should request to schedule vacation days as far in advance as possible. Vacations will be scheduled so as to provide adequate coverage of jobs and staff requirements. Vacation does not accrue during unpaid leaves of absence or other periods of inactive service.

Vacation accrues to and will be capped at a maximum of 150% of the employee's annual accrual. Once that maximum amount is reached, no further vacation will accrue until some vacation time is used to reduce the employee's balance below the maximum annual accrual. Employees who have accruals in excess of the applicable cap as of the effective date of this Agreement, will continue to accrue vacation for one year from the effective date of this Agreement in order to allow the employee time to use vacation and reduce their accrual below the applicable cap. If the employee's accrual is not reduced below the applicable cap with the one-year period, the employee will cease to accrue additional vacation at that time until such time as their accrued vacation time falls below the maximum cap. Employees are responsible to keep track of accrued vacation time.

C. In Lieu Pay-In the event an employee has made at least three written requests for vacation during a fiscal year (July 1 to June 30) and has been turned down due to specific needs of the CITY, the employee may request and receive pay in lieu of vacation time requested, which will be deducted from the employee's vacation bank. Employees must present documentation of the denied requests to the Administrative Services Officer in order to receive in lieu pay under this section.



D. The CITY may, in its discretion, schedule vacation time for employees in accord with its business needs, or to buy back unused accrued vacation time in December at the end of each calendar year during the period this MOU is in effect. Additionally, employees may request to cash out up to forty (40) hours of accrued vacation time each calendar year. Such requests will be granted provided, in the CITY Administrator's sole discretion, CITY's business needs and financial abilities allow. It is the intent of the CITY that employees use vacation time for its intended purpose. Should the CITY Administrator determine a cash out request will not be granted, a written notice explaining the need to deny the request shall be provided to the ASSOCIATION within seven calendar days of the decision.

### **SECTION 6.03: SICK LEAVE**

A. Eligibility- Employees with accumulated sick leave may be granted sick leave for the following:

1. Preventative care, illness, or physical incapacity of the employee.
2. Enforcement quarantine of the employee in accordance with community health regulations.
3. Illness or injury in the immediate family will be granted in accordance with the Family Medical Leave Act.
4. Medical, vision and dental office appointments which cannot be scheduled at other than work hours.
5. For diagnosis, care or treatment of a medical condition or preventative treatment for an employee's family member in accordance with California Paid Sick Leave laws; or
6. To obtain relief or services related to bring a victim of domestic violence, sexual assault or stalking in accordance with California Paid Sick Leave laws.

B. Accrual and Use of Sick Leave - Sick leave pay shall be calculated using the effective pay period. All regular employees shall be granted 8.45 hours of accrued sick leave for each full month of service, which results in 101.4 hours per year of paid sick leave. Employees are not eligible to draw on this sick leave until they have completed ninety (90) days of service for the CITY.

C. Doctors Certificate-After 3 days off, employees will be required to file a physician's certificate with the Police Chief stating the cause of the absence, and that the employee is fit to work prior to returning to duty.

D. Cap on Accrual/Unused Sick Leave- Unused sick leave shall be accumulated from year to year. Employees who are employed as of the effective date of the Agreement may accrue sick leave to a maximum of six months' pay. Based upon the current pay period, a total of 1,064 hours may be accumulated for compensation.

E. Retirement Service Credit-An employee retiring under the City's PERS contract may apply all of the employee's accrued and unused sick leave at the time of retirement as service credits under PERS.

F. Family Care Sick Leave -Employees may use ½ of their accumulated sick leave to attend to illnesses in the immediate family in accordance with California Kin Care Laws.

### **SECTION 6.04: BEREAVEMENT LEAVE**

A. Benefit - Per Government Code 12945.7, employees are authorized to take up to five (5) days of



bereavement to attend to the death of a family member. Family members means a spouse, child, parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law as defined in Section 128945.2 GC.  
B. Days of bereavement need not be consecutive but shall be completed within three (3) months of the death of the family member.

C. Three (3) days of bereavement leave shall be paid. If the employee needs the additional two (2) days of bereavement, the employee may use vacation, sick leave, or compensatory leave or may request the additional days to be unpaid.

D. Within thirty (30) days of the first day of the leave, the employee shall provide documentation of the death of the family member. This includes, but is not limited to, a death certificate, a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency, all of which will remain confidential by the employer.

E. Additional Leave Application -Additional consideration may be given to special cases as determined by the Police Chief. CTO/Vacation time may be approved in conjunction with bereavement leave if it does not unduly disrupt the department schedule.

#### **SECTION 6.05: LEAVES OF ABSENCES**

Leaves of absence will be administered in accordance with state and federal law and CITY policies as set forth in the Personnel Policy Rules and Regulations, as may be amended from time to time.

A. Leave Without Pay - A regular employee may request from the Police Chief a leave of absence "without pay" up to maximum of one year for the following reasons:

1. Prolonged illness.
2. To attend school or college, or to enter training to improve the quality of service.
3. Jury/Witness Duty. Time off for jury/witness duty will be granted as required by law and in accordance with City policy. In such cases, the employee shall be paid their regular salary. Any jury/witness fees the employee may receive from the Court shall be remitted to the CITY, except pay for travel and meals.

B. Military Leave-Military leave will be granted in accordance with State and Federal Law.

C. Notification of Absence-An employee who is absent from duty for any reason shall report the reason thereof to his supervisor or the Police Chief within 24 hours, unless prevented from doing so, as prescribed in the department rules and regulations.

D. Absence Without Leave (AWOL)-All unauthorized and unreported absences shall be considered as absence without leave and deduction of pay shall be made for each period of such absence. Voluntary absence without leave for three (3) consecutive days shall be considered as an automatic resignation from CITY service.

#### ARTICLE VII-ADDITIONAL PAYS SECTION

#### **SECTION 7.01: STAND-BY PAY**

A. Definition - When the Police Chief or his/her designee determines that there is a strong possibility that additional resources may be needed to address a potential threat to the safety of the community, he/she may place all or part of the off-duty personnel on Standby. When placed on Standby, personnel will remain ready for duty and able to respond back to the CITY, arriving within the CITY limits



within one hour.

B. Compensation - An employee assigned to standby duty shall receive two hours pay at straight time for each standby assignment.

#### **SECTION 7.02: ON-CALL PAY**

A. Definition - On call status applies to Police Officers or Police Officers II who are assigned to the Detective Bureau and are placed On-Call to remain available to respond back to the City to address activities related to the Detective Bureau. Additionally, On-Call status applied to Sergeants who are off-duty but remain available to respond to administrative inquiries from on-duty personnel in the absence of on-duty Sergeant.

B. Detective-On call pay of 10.00 per day shall be provided for detective on duty.

C. Sergeants-Effective July 1, 2008, On Call pay of \$36.00 per day shall be provided for the Sergeant assigned to be On-Call by the Police Chief. If the Sergeant is required to respond back to the City for any reason, the four-hour minimum Emergency Call-Out pay shall apply. Any activity other than a response back to the City shall be considered to be covered under the On- Call compensation. The Police Chief shall provide a monthly schedule identifying the individual who is On-Call each day.

#### **SECTION 7.03: CALL BACK PAY**

That time when a member is called back to the department in order to complete a report or duty which is required because of another agency's needs. Such time is payable at the regular overtime rate with no minimum, for the actual hours worked, however, this will only be required when the correction or duty cannot reasonably wait for the next regular duty shift.

#### **SECTION 7.04: LONGEVITY PAY**

For every 5 years of continuous full-time employment the police officer shall receive an additional 2.5% pay increase.

#### **SECTION 7.05: ASSIGNMENT PAY**

A. Field Training Officer (FTO) - Employee will receive 2.5% special assignment FTO pay while actually training new officers, or reserve officers at the direction of the Police Chief. The City will provide at no cost to the officer regular POST required FTO training updates.

B. Detective Special Assignment Pay - Employee will receive 2.5% special assignment investigative pay while actually performing special investigation duties at the direction of the Police Chief.

#### **SECTION 7.06: CANINE OFFICER**

It is the intent of the Parties to compensate officers assigned as Canine Officers for off-duty canine care, which is a necessary and integral part of their principal activities as law enforcement officers, and thus constitutes compensable time under the FLSA. Compensable off-duty canine care as defined by the DOL includes activities such as bathing, brushing, exercising, feeding, grooming, cleaning the dog's kennel or transport vehicle, training, administering drugs or medicine for illness, and/or transporting the dog to and from veterinary care and similar activities, when performed for the benefit of the City.

The Parties recognize that time spent in canine care will vary from day to day based on a host of factors and cannot be precisely determined. Accordingly, based on historical practice in the Department and practices in similar jurisdictions and other authorities, the Parties agree that three and a half (3.5) hours per week represents a reasonable estimate of time spent in canine care. The Parties further agree that canine officers will receive five percent (5%) of their base rate (which is an equivalent value of the 3.5 hours stated above), calculated using the regular hours worked, including vacation, comp time used, and sick pay per pay period, as reasonable compensation for all canine care duties. It is agreed that this extra payment shall constitute full compensation at the appropriate rate in accord with the requirements of the FLSA for all

hours of off-duty work spent in canine care. Compensation will be reported as special compensation for purposes of reporting to CalPERS. This additional compensation will be terminated immediately upon the officer no longer being assigned as a canine officer.

**SECTION 7.07: BILINGUAL PAY**

Employees who are proficient in languages designated by the CITY may be eligible for bilingual pay. Employees who have passed a CITY approved bilingual proficiency test in a designated language may be designated as eligible for Bilingual pay by their Department Head. Upon approval by the CITY Administrator, the employee shall receive two and one-half percent (2.5%) Bilingual pay. Employees must regularly use their bilingual skills in the course and scope of their employment to remain eligible for bilingual pay.

**SECTION 7.08: NIGHT-TIME SHIFT DIFFERENTIAL**

Effective the first full pay period following October 1, 2008, members who work a majority of their regularly assigned shift between the hours of 6:00 p.m. and 6:00 a.m., shall receive a nighttime shift differential of 2.5% times their base hourly rate for all hours worked in the shift.

**SECTION 7.09: SERGEANT MANAGERIAL DUTIES**

Any Sergeant assigned to managerial duties will receive a two- and one-half percent (2.5%) pay increase while performing those duties.

**SECTION 7.10: CELL PHONE REIMBURSEMENT**

CITY shall issue Cell Phones to the Sergeant and Detective. In addition, the CITY shall provide a bank of cell phones available for patrol.

Employees will receive a cell phone stipend, depending on the purpose, 2FA versus moderate to heavy usage related to work applications.

Tier 1: Minimal use, generally only for Two Factor Authentication needs, will receive \$20/ month

Tier 2: Moderate to heavy usage related to email and other work function applications required will receive \$40/ month.

**SECTION 7.11: STAFFING LEVELS**

Staffing levels will be evaluated on a regular basis, based on the City's needs, financial resources, with recommendations from the City Administrator to City Council.

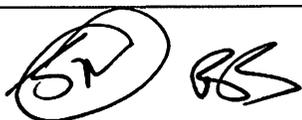
**SECTION 7.12: POLICE OFFICER INCENTIVE AND RETENTION PAY:**

New Hire: \$2,500 bonus upon successful hiring to be paid at the next pay period following hire with a second \$2,500 to be paid in the pay period following the twelve months and a performance evaluation demonstrating the employee "Meets Standards." New Hire is a candidate that has minimal prior police office experience.

Lateral Hire: \$2,500 upon appointment into position to be paid at the next pay period following hire, with a second \$2,500 to be paid in the pay period following the twelve months and a performance evaluation that demonstrates the employee "Meets Standards," and a bonus of \$5,000 after the end of the twenty-fourth month and a performance evaluation of "Meets Standards." A lateral hire is hiring an experienced officer with internal or external experience in a position of similar standing in law enforcement.

The City Administrator shall give the Association written notice setting forth the reasons for any staffing reduction below the minimum level at least seven calendar days prior to the effective date of the reduction.

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ARTICLE VIII - CORPORAL DESIGNATION SECTION

**SECTION 8.01: MINIMUM SERVICE REQUIREMENTS**

A. P.O.S.T. Intermediate Certified- Five years as a law enforcement officer as defined by Penal Code 830.1, not on probation, with a P.O.S.T. Intermediate Certificate or

B. Non P.O.S.T. Intermediate Certified-Five years as a law enforcement officer as defined by Penal Code 830.1 with the City of Angels Police Department. Hours worked Full Time Equivalent (FTE) as a Reserve Police Officer with the City of Angels, as defined by 830.6, shall be counted towards meeting the five-year requirement.

**SECTION 8.02: REVIEW PANEL**

A Review panel consisting of one Corporal and two Sergeants shall review application and interview applicant and make a recommendation to the Police Chief or his/her designee for promotion to Corporal. In the event that no Corporal is available to review applications and interview applicants for recommendation to the Chief of Police a third Sergeant shall be used. Sergeants may be selected from outside agencies to assist to review applications and interview applicants.

**SECTION 8.03: SALARY STEP UPON DESIGNATION AS CORPORAL**

Upon being designated as Corporal, the member shall be placed at a step in the Corporal salary schedule that ensures no loss of his/her salary and incentive compensation at time of certification. The officer's anniversary date shall not be affected by this added designation.

**SECTION 8.04: MINIMUM AND CONTINUING PERFORMANCE REQUIREMENTS**

The Department Policy and Procedures Manual will set forth minimum performance requirement for designation as Corporal, which correspond to the former Police Officer II classification.

ARTICLE IX- UNIFORMS SECTION

**SECTION 9.01: UNIFORM ALLOWANCE**

Full time Police Officers are entitled to Uniform Allowance of \$1,500 per year. Members of this unit shall receive a lump sum for uniforms twice a year, the first pay period of November and the first pay period of June. Payments will be made as part of regular payroll. Payments shall be prorated, starting the first full month after beginning Fulltime. The allowance paid for the purchase, rental and/or maintenance of required clothing, which is a ready substitute for personal attire the employee would otherwise have to acquire and maintain, is reportable to CalPERS for Classic PERS Members. PEPRAs members will receive the same allowance. However, that will not be reported to CalPERS. Uniforms and/or safety equipment destroyed or damaged beyond reasonable use while on duty and in line of duty shall be replaced by the CITY at CITY expense.

**SECTION 9.02: SAFETY EQUIPMENT**

The City shall furnish all safety equipment required by law to be provided to Officers employed by the City. All equipment entrusted to an employee of this unit shall be maintained by him/her in a reasonable and prudent manner.

ARTICLE X - SALARY SECTION

**SECTION 10.01: COMPENSATION SCHEDULE**

A. Pay Plan - The CITY and the ASSOCIATION agree that the pay plan for classifications shall be as reflected in Appendix A to this MOU.

B. Base Salary Adjustment (COLA) effective the first full pay period following the Council adoption:

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1. Officer:
  - a) Seven percent (7.0%) the first full pay period following the adoption
  - b) Two and one-half percent (2.5%) July 2023
  - c) Two and one-half percent (2.5%) July 2024
  - d) Two percent (2.0%) July 2025
2. Corporal and Sergeant:
  - a) Nine percent (9.0%) the first full pay period following the adoption
  - b) Three and one-half percent (3.5%) July 2023
  - c) Three and one-half percent (3.5%) July 2024
  - d) Three percent (3.0%) July 2025

C. Authentication - This appendix will be separately dated/signed. The pay scale shown in Appendix A is hereby incorporated in and made part of its Memorandum of Understanding.

D. Payment of Salaries and Wages - Payment of salaries and wages for all bargaining unit employees will be paid on a fourteen (14) days basis. This will be a total of 26 paychecks per year. Overtime and other pay will be paid on paycheck encompassing the pay period in which the overtime and other pay was earned.

E. Employees who have been at Step E for 26 periods (or more) at the time of this MOU being approved, will qualify for advancement to Step F, following an acceptable performance evaluation.

#### **SECTION 10.02: BEGINNING SALARIES**

Except as otherwise herein provided, the entrance salary for a new employee shall be minimum salary for the class to which he/she is appointed. Experience and training may be considered in the salary schedule. In any event, such salary may not be more than the maximum salary for the class to which employee is appointed.

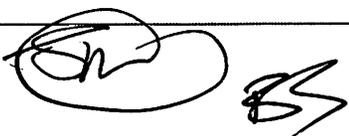
#### **SECTION 10.03: MERIT INCREASES**

A. First Increase-After the completion of twelve (12) months of full-time satisfactory service; maintaining a "Satisfactory" overall rating on the yearly evaluation and upon the recommendation from the Police Chief, the employee may be advanced to the next step in the salary range for his/her classification.

B. Unsatisfactory Service-It shall be the responsibility of the Police Chief to report service that is less than satisfactory to the City Administrator.

C. Documentary Records - Documentary records and/or appraisal reports must be maintained and discussed with the employees at least once every year, and more often if considered desirable by the CITY.

D. Advancement-After the completion of twelve (12) months of full-time satisfactory service in any step of the appropriate salary range, the employee may be advanced to the next step of that salary range, upon the recommendation of the Police Chief. Designation as a Corporal II shall not impact the timing of advancement from one step to another. If, in the opinion of the Police Chief, the employee does not warrant a step increase, the Police Chief shall advise the CITY in writing one month prior to the effective date of the step advance that the employee has not achieved the level of performance required. The Police Chief shall be specific as to why a salary increase should be withheld and shall be documented in the employee's yearly evaluation.



E. Salary anniversary Date - Each employee shall be considered for salary step increases annually, according to that employee's anniversary date, or his/her revised salary anniversary date, until the top step has been reached. Designation as a Corporal shall not result in the changing of an Officer's anniversary date. Salary increases, if awarded, will be paid the next completed pay cycle following the anniversary date. Changes in the employee's salary because of promotion or demotion or postponement of salary step increases due to marginal performance will set a revised salary anniversary date for that employee.

Salary range adjustments for a classification will not set a revised salary anniversary date.

**SECTION 10.04: SENIORITY**

Seniority among non-exempt employees shall be measured from such employee's initial appointment to full time CITY service, by rank, but shall not include any period during which such employee was on leave without pay except for military service. Any employee who is re-employed after terminated voluntarily or discharged by the CITY, or demoted or voluntarily, accepting lower rank, shall lose his seniority and his seniority shall then be measured from the date of his or her most recent appointment.

**SECTION 10.05: PROBATIONARY PERIOD**

The probationary period for newly hired Police Officers shall be one year.

**SECTION 10.06: LAYOFFS**

The City Council may lay off any employee, by seniority from lowest rank, pursuant to this section whenever it becomes necessary because of lack of funds or whenever it is deemed advisable in the interest of economy to reduce. Such reductions must be based upon economy reductions.

**SECTION 10.07: SEVERANCE PAY**

Final payroll checks issued as a result of resignation or layoff from CITY employment will be paid no later than the next regularly scheduled payday. If terminated for cause, accrued wages shall be paid no later than the next regular working day.

**SECTION 10.08: CERTIFICATES, LICENSES & EDUCATION**

A. Certificates and licenses - CITY shall pay tuition and books subject to prior approval by the Police Chief.

B. Tuition, Books & Materials - CITY shall reimburse employee's expense for tuition, books, and materials upon demonstration of the satisfactory completion of the course for approved courses relating to their respective jobs. Approval must be granted in writing prior to the Total employee enrolling in the course. The approval shall be the City Administrator his/her designee.

Employees who obtain degrees, licenses, certifications, permits and/or successfully complete continuing education courses in their related field may be entitled to an incentive compensation to be added to their base salary. Request shall include a curriculum or description of studies or scope of testing. Employees already possessing such credential shall submit in writing their request in the same manner as above. Incentive pay guidelines are as follows:

**General guidelines:**

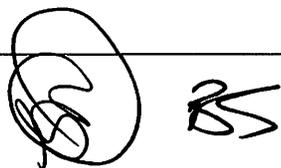
All education and certifications are cumulative, up to the maximum listed below by position.

60 units or equivalent or an A.A. degree = 2.5%

120 units or equivalent or B.S. degree= 2.5%

180 units or equivalent or Masters 2.5%

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EMT or EMR Certificate 2.5%

POST Intermediate 2.5%

POST Advanced 2.5% (cumulative with other P.O.S.T. cert)

POST Supervisory 2.5 (cumulative with other P.O.S.T. cert)

**Maximum Allowance of combined Education and P.O.S.T. Incentive**

Pays for Employees who Qualify:

Officers – 10%

Corporals – 12.5%

Sergeants – 12.5%

**ARTICLE XI - BENEFITS AND INSURANCE PLANS**

**SECTION 11.01: MEDICAL INSURANCE**

Medical care and prescription drug benefits shall be provided to CITY employees pursuant to the California Public Employees Retirement System (PERS) Public Employee Medical and Hospital Care Act (PEMHCA).

For all active and retired employees enrolled in a CalPERS PEMHCA Medical Plan the CITY shall contribute the required Minimum Employer Contribution (MEC) plus any adjustment by the PERS Board to reflect any change in the medical care component of the Consumer Price Index, rounded to the nearest dollar.

Each year the PERS PEMHCA MEC amount shall be adjusted by the PERS Board to reflect any change in the medical care component of the Consumer Price Index, rounded to the nearest dollar. The CITY will pay the required adjusted amount.

The CITY shall, contribute to employee health care coverage the following monthly amounts based upon the actual election of medical plan and level of coverage by the employee, as follows:

Employee only: Total monthly premium for the lowest premium available PERS plan.

Employee plus one: Total monthly premium for the lowest premium available PERS plan for Employee only, plus 75% of the additional monthly premium for one dependent.

Family: Total monthly premium for the lowest premium available PERS plan for Employee only, plus 75% of the additional monthly premium for a family.

**SECTION 11.02: EMPLOYEE PLAN OPTION**

An employee may choose a different eligible PERS health care plan, however, the employee will be responsible for any additional premium cost above the maximum paid by the CITY for the corresponding tier of the PERS Select Plan.

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**SECTION 11.03: ALTERNATIVE INSURANCE**

Employees with proof of alternate insurance may opt out of CITY health insurance coverage as set forth in this section and, in lieu, receive a cash payment of two hundred and fifty dollars (\$250) per month. Proof of the alternative insurance is required each year during open enrollment.

In no event will employees receive more than \$250 paid as salary if they waive all medical coverage.

**SECTION 11.04: DENTAL INSURANCE**

Dental care benefits shall be provided to CITY employees.

The CITY shall contribute 100% of the employee only premium.

For employees opting for employee plus one or employee plus family, the CITY shall pay sixty percent (60%) of the difference between the employee only premium and the respective employee plus one or employee plus family.

**SECTION 11.05: VISION INSURANCE**

Vision care benefits shall be provided to CITY employees The CITY shall contribute 100% of the employee only premium.

For employees opting for employee plus one or employee plus family, the CITY shall pay sixty percent (60%) of the difference between the employee only premium and the respective employee plus one or employee plus family.

**SECTION 11.06: LIFE INSURANCE AND LONG-TERM DISABILITY**

The CITY shall contribute the full cost towards a CITY sponsored long-term disability and group term life insurance program Employees are responsible for the payment of any costs in excess of the maximum CITY contribution.

The CITY will provide Long Term Disability insurance coverage equal to sixty-six and two-thirds percent (66.6%) salary per month subject to the maximum monthly benefit as described by the plan with a maximum ninety (90) day wait period (equivalent to 720 work hours).

Group term life insurance coverage shall be \$15,000 for natural death and \$30,000 accidental death for employee only.

**SECTION 11.07: RETIREE HEALTH INSURANCE**

For employees hired prior to October 1, 2008, who have a minimum of five years of service with the CITY, the CITY shall contribute on a monthly basis an amount equal to fifty percent (50%) of the current premium contribution for employee only minus the PEMHCA MEC amount in Section 11.01.

For employees hired after October 1, 2008, who have a minimum of ten years of service with the CITY, the CITY shall contribute on a monthly basis an amount equal to fifty percent (50%) of the current premium contribution for employee only minus the PEMHCA MEC amount in Section 11.01.

Upon retirement, should the employee elect not to participate in the retiree medical benefit plan, the CITY's contribution will be zero and it will be an irrevocable election.

**SECTION 11.08: RE-OPENER**

If during the term of this contract, the CITY negotiates a change in the contribution rates relative to the health benefits insurance plan with the other non-exempt employees of the CITY, the CITY will re-open the contract for

the express purpose of negotiating these changes with the ASSOCIATION.

**SECTION 11.09: STATE DISABILITY INSURANCE (depends on Law Enforcement options)**

Employees represented by this agreement elect to participate in the California State Disability Program. The SDI program is funded entirely through mandatory employee payroll contributions using rates established annually by EDD. Use of the program must be coordinated with Payroll. Employees are not required to use vacation, paid time off, or sick leave when receiving Disability Insurance Benefits.

Employees using Disability benefits for Paid Family Leave are required to take one week of earned, but unused, vacation leave and/or CTO prior to receiving PFL.

ARTICLE XII RETIREMENT

**SECTION 12.01: PUBLIC EMPLOYEES RETIREMENT SYSTEM (P.E.R.S)**

Participation in PERS requires a payment of a percentage of the employee's gross salary. PERS for classic members of the Safety Police unit shall be 3%@50. Employee is required to contribute the 9% employee contribution on a pre-tax basis. Employer will pay 100% of the employer contribution.

Tier #2-Employees hired after January 1, 2013.

Pursuant to Assembly Bill (AB) 340 and the Public Employees' Pension Reform Act (PEPRA) that implemented new benefit formulas and final compensation period, as well as new contribution rates for new employees (Member) hired on or after January 1, 2013, who meet the definition of a new member as per PEPRA will fall in the Benefit Formula of 2.7%@age 57. Employee is required to contribute 100% of the employee contribution on a pre-tax basis. Employer will pay 100% of the employer contribution.

**SECTION 12.02: SOCIAL SECURITY**

Social Security is paid by both CITY and Employees, each to pay their proportionate share as stipulated by the State of California.

ARTICLE XIII-GRIEVANCE PROCEDURE

**SECTION 13.01: PURPOSE**

This procedure is established in order to provide adequate opportunities for the CITY employees to bring forth their view relating to any unfair or improper aspect for their employment situation and to seek correction. The procedure set forth shall apply to all employee grievances.

**SECTION 13.02: INFORMAL PROCESS**

In any instance of grievance, the employee concerned shall first make efforts to resolve such grievance with his/her Police Chief, through Chain of Command.

**SECTION 13.03: FORMAL - STEP ONE**

A. Employee Responsibility - in the event that such efforts are not productive of a settlement satisfactory to the employee, within 5 days he may submit his complaint in writing to the Police Chief, through the Chain of Command.

B. CITY Responsibility- Upon receipt of written statement, the Police Chief shall make such investigation as required and reply in writing to the-employee within ten (10) working days after receipt of the statement from the employee. -

**SECTION 13.04: FORMAL-STEP TWO**

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A. Employee Responsibility-If the employee wishes to discuss the grievance further, he shall, within three (3) days of the receipt of the reply from Police Chief, submit a written request for meeting with the City Administrator.

B. CITY Responsibility - The requested meeting will be held by City Administrator at the earliest day possible but not later than 10 working days after the request; at which time the employee, the Police Chief and any other person deemed pertinent to grievance and invited by the City Administrator, may be present. The conclusion determined at the meeting shall be communicated to the employee with three (3) working days following the meeting.

#### **SECTION 13.05: FORMAL-STEP THREE**

If the employee is still not satisfied with the findings or if it is felt by the City Administrator that Council determination is necessary, either the employee or the City Administrator may request an audience with the Personnel Committee of the City Council within 10 working days. Such meeting shall take place within 15 working days, after receipt by the committee of such written request. The Committee may:

1. Designate further study into the matter and arrive at a determination within thirty (30) calendar days.
2. Recommend changes to take place over a designated period of time, to be commenced within 30 days.
3. Refer the matter to the City Council.

#### **SECTION 13.06: FORMAL-STEP FOUR**

If the employee is still not satisfied with the finding, or if it is felt by the Personnel Committee that Council determination is necessary, either the employee or the Committee may request an audience with the City Council within 10 working days. Such meeting shall take place within 15 working days, after receipt by the Council of such written request. The Council may:

- A. Designate further study into the matter and arrive at a determination within thirty (30) calendar days.
- B. Recommend changes to take place over a designated period of time, to be commenced within thirty (30) days.
- C. Make an immediate determination, in which case the decision of the Council is final.

### ARTICLE XIV - DISCIPLINARY ACTION SECTION

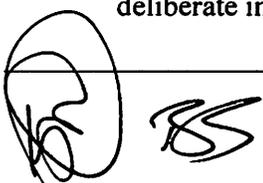
#### **SECTION 14.01: AUTHORIZATION**

Any regular employee, except an elective official, may be reprimanded, suspended, demoted to a lower classification, dismissed, or temporary reduction in pay in lieu of suspension, by the appropriate appoint authority by an order in writing, stating specifically in ordinary and concise language the facts or omissions upon which such action is based. The appointing authority is defined as the person or group having lawful authority to appoint or remove person from position in the CITY service. Prior to a suspension of more than one (1) workday, demotion or dismissal, the appointing authority must contact and discuss such action with the Personnel Committee and a copy thereof shall be served upon the employee who is the subject of the disciplinary action. If personal service upon the employee is impossible, a copy of the order shall be sent by registered mail to the employee at his or her last known address.

#### **SECTION 14.02: GROUNDS**

Each of the following constitutes cause for suspension, demotion or dismissal of an employee or person whose name appears on any employment list:

1. Fraud in securing appointment; Providing false information, withholding information, or deliberate incomplete or inaccurate information furnished as a basis for selection for employment.

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2. Inefficiency: The inability to perform, to an acceptable standard, a job which the employee received training.
3. Inefficiency: The inability to perform, to acceptable standard, a job with a minimum of time expended, in contrast to other employees.
4. Inexcusable Neglect of Duty; The failure to complete or attend properly to a required task.
5. Insubordination; Deliberate defiance of orders, disregard for authority, or disrespect to a superior.
6. Threat of assault of Supervisor or Other Employee.
7. Dishonesty: Any act, either in omission or commission, which affects the ability to trust an employee.
8. Falsifying Records; The presentation of any information known to be false or inaccurate, on any document represented to be true or accurate.
9. Drunkenness on Duty; The consumption of alcoholic beverages while on duty is in a status where the employee is expected to exercise peace officer powers.
10. Intemperance: The frequent excessive use of alcohol, to the point of legal intoxication that would tend to bring discredit to the department.
11. Addiction; to the use of narcotics or habit-forming drugs.
12. Inexcusable absence without leave; Absenteeism and tardiness.
13. Conviction of a felony; conviction of a misdemeanor involving moral turpitude/theft
14. Discourteous treatment of the public; or other employees (insubordination)
15. Obscene or immoral conduct before a member of the public; Conduct which violates legal standards of morality/sexuality, whether prosecuted or not.
16. Political Activity, which is in violation of federal, state, or local laws and regulations.
17. Violation of orders; Violation of orders, regulations, or Directives.
18. Any other Failure of good behavior or acts, either during or outside of duty hours, which are incompatible with or inimical to the public service.
19. Refusal to take and subscribe to any oath; Or affirmation which is required by law in connection with employment.

### **SECTION 14.03: RIGHT OF APPEAL**

Any regular employee not on probation, who is served notice of suspension, demotion, or dismissal, has a right to appeal such actions. The appropriate steps in the appeal process are as follows:

1. Any regular employee, not on probation, who is served notice of suspension, demotion or dismissal may appeal such action by filing notice with the Police Chief within seven (7) calendar days after service of such a notice on the employee. Said employee may file notice of appeal in fewer than seven (7) calendar days.
2. The Police Chief may amend, modify, or revoke any or all of the charges, including the disciplinary action.

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3. Regardless of whether the employee responds to charges to the Police Chief, the employee has a right to file with the City Administrator within the above-mentioned time limitations, a written appeal from the action:

4. If the employee fails to appeal within the time specified, the disciplinary action of the Police Chief shall be final.

5. In the event of suspension of a regular employee without pay, any hearing held in regard to the matter shall be held before the Police Chief/City Administrator.

6. In the event of an appeal of demotion or dismissal of regular employee, the City Council shall, at its option, designate a hearing officer to hear the matter.

7. The hearing officer so designated shall be a duly licensed Attorney admitted to practice in this state for at least 10 years and shall not be from the office of the City Attorney. The attorney shall be a member of the American Arbitration Association.

8. The hearing officer designated by the City Council shall, within a reasonable length of time, not exceeding thirty (30) days, hold a hearing and shall notify the parties of the time and place thereof, and shall provide written decision within 10 days to all parties.

#### **SECTION 14.04: HEARING**

The following rules shall apply to any hearing conducted under the provisions of this chapter:

1. The hearing shall be public, except that if the employee requests that the matter be heard privately, it shall be so heard.

2. The hearing shall be conducted in accordance with section 11513 of the Government Code.

3. The provisions of section 11507.6 of the Government Code shall apply to any hearing conducted pursuant to this chapter and shall provide the exclusive right to and method of discovery, except that time limitations will be those established by the hearing officer. In those cases where the City Council rehears the matter, as provided by section 14.04.4 of this chapter, the City Council shall establish such time limitations.

4. All costs related to the hearing directed to be incurred by the CITY and all fees of the hearing officer will be shared equally by the parties, except that in the event of the employee is fully reinstated, such costs and fees will be borne by the City. Other costs, including attorney's fees, shall be borne by the party who incurs said costs.

5. Probationary employees may be dismissed without a hearing.

#### **SECTION 14.05: RESOLUTION OF APPEAL PROCEDURE**

The Hearing Officer and City Council shall have the following responsibilities:

1. The hearing officer shall within ten working days after the hearing, make a finding as to whether or not the employee was suspended, demoted, or dismissed for reasonable cause and shall also make written recommendation as to the appropriate disposition of the case.

2. Written findings and recommendations shall be forwarded by the hearing officer to the City Administrator, the affected Police Chief and employee. These findings and recommendations must be presented to the City Council at its next meeting.

3. In all other instances, the City Council will take the findings and recommendations of the hearing

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officer under advisement and will render a decision within twenty (20) days after the presentation of said findings and recommendations to the City Council.

4. The City Council may:

- a. Follow the recommendation of hearing officer; or
- b. Reinstatement the employee; or
- c. Order disciplinary action which it judges to be appropriate based on the evidence; or
- d. Rehear the matter under the provisions of Section 14.01. In such case the City Council's decision shall be transmitted to all interested parties.

5. All of the records in the matter shall be remanded to the City Clerk for filing and will be available to either party on demand.

#### ARTICLE XV - MANAGEMENT RIGHTS/RESPONSIBILITIES:

Except in the extent that the rights, powers, and authority of CITY are specifically limited by the provisions of this Memorandum of Understanding, CITY retains all rights, powers, and authority granted to it. Nothing herein shall be construed to restrict any legal or inherent exclusive CITY rights with respect to matters of federal legislative or managerial policy, which include among others: The exclusive right to determine the mission of its constituent departments, commissions and boards, set standards of service; determine the procedures and standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty for legitimate reason; maintain the efficiency of governmental operations to be conducted; take all necessary actions to carry out this mission in emergencies; and exercise complete control and discretion over its organization and technology of performing its work. The agreement is not intended to be construed to modify the provisions of the Municipal Code relating to Civil service or personnel administration. City shall continue to exercise authority over classification of jobs, procedures, and standards of selection for employment and promotion.

#### ARTICLE XVI - ASSOCIATION RESPONSIBILITY

ASSOCIATION agrees that during the term of this agreement, neither it nor its officers, employees or members will engage in, encourage, sanction, support or suggest any strikes, work stoppages, boycotts, slowdowns, mass absenteeism, picketing or any other similar actions which would involve suspension of, or interference with the normal work of the CITY. In the event that any concerted action as described above occurs, ASSOCIATION will notify its members that such activity is a violation of this Memorandum of Understanding and ASSOCIATION will notify its members that such concerted action shall cease, and the members shall return to work or be subject to disciplinary action.

#### ARTICLE XVII - SCOPE OF AGREEMENT

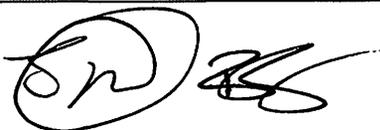
##### **SECTION 17.01: FULL UNDERSTANDING**

For the term of this agreement, the Memorandum of Understanding fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire understanding between the parties, provided, however, that nothing herein shall prohibit the parties from changing the terms, or any part of the terms, of this MOU, by mutual agreement.

##### **SECTION 17.02: FORMAL REPRESENTATION**

Negotiations will be conducted by the designated negotiator(s) of the City of Angels, and by representative(s) from the City of Angels Camp Police Officers Association.

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**SECTION 17.03: EXTENSION/CONTINUATION**

Should agreement not be reached by the effective end of date of this MOU, this MOU shall be automatically extended and continue in effect until a new MOU can be negotiated and executed.

ARTICLE XVIII - SEPARABILITY

**SECTION 18.01: NULLIFICATION**

In the event that any provision of this MOU is declared by Court of competent jurisdiction to be unenforceable or illegal, such nullification shall not affect any other provisions of the MOU, which shall remain in full force and effect.

ARTICLE XIX-TERM OF AGREEMENT

**SECTION 19.01: EXPIRATION**

This agreement is for a five-year period. Each year, not less than sixty (60) days prior to the anniversary date, this agreement may be reviewed by representatives of both parties. Any specific anniversary date, this agreement may be reviewed by representatives of both parties. Any specific changes may be made by amendment if both parties agree. If changes are needed both parties shall signify continued agreement by signature/date. All provisions not specifically changed by amendment remain in effect. Any amendments and the signature page shall be attached to original MOU.

**SECTION 19.02: TERM**

The term of this agreement is five years beginning July 1, 2021, and ending June 30, 2026. Upon ratification and approval by the City Council.

**Angels Police Officers Association**

Date: 12-28-22 By: J. J. McDearmid

Title: Police officer 1

Date: 12/28/22 By: B. SAVAGE

Title: SGT

**City of Angels**

Date: 1/3/23 By: [Signature]

Title: City Administrator

Date: 01/03/23 By: [Signature]

Title: JENNIFER HEARDON  
Mayor

# Appendix A Compensation Schedule

Note: Schedule is based upon 2184 hours.

Calculation correction made 1.13.23 RLC

First Payroll following Adoption 2023 7% Officer, 9% Corporal and Sergeant						
	A	B	C	D	E	F
Officer	\$ 30.39	\$ 31.91	\$ 33.51	\$ 35.19	\$ 36.95	\$ 38.80
	\$ 5,530.62	\$ 5,807.62	\$ 6,098.82	\$ 6,404.58	\$ 6,724.90	\$ 7,061.60
	\$ 66,367.39	\$ 69,691.44	\$ 73,185.84	\$ 76,854.96	\$ 80,698.80	\$ 84,739.20
Corporal	\$ 32.53	\$ 34.15	\$ 35.86	\$ 37.65	\$ 39.53	\$ 41.51
	\$ 5,919.66	\$ 6,215.30	\$ 6,526.52	\$ 6,852.30	\$ 7,194.46	\$ 7,554.82
	\$ 71,035.91	\$ 74,583.60	\$ 78,318.24	\$ 82,227.60	\$ 86,333.52	\$ 90,657.84
Sergeant	\$ 36.80	\$ 38.64	\$ 40.57	\$ 42.60	\$ 44.73	\$ 46.97
	\$ 6,697.31	\$ 7,032.48	\$ 7,383.74	\$ 7,753.20	\$ 8,140.86	\$ 8,548.54
	\$ 80,367.71	\$ 84,389.76	\$ 88,604.88	\$ 93,038.40	\$ 97,690.32	\$ 102,582.48
July 1, 2023 2.5% Officer, 3.5% Corporal Sergeant						
	A	B	C	D	E	F
Officer	\$ 31.10	\$ 32.65	\$ 34.28	\$ 35.99	\$ 37.79	\$ 39.68
	\$ 5,659.84	\$ 5,942.30	\$ 6,238.96	\$ 6,550.18	\$ 6,877.78	\$ 7,221.76
	\$ 67,918.03	\$ 71,307.60	\$ 74,867.52	\$ 78,602.16	\$ 82,533.36	\$ 86,661.12
Corporal	\$ 33.57	\$ 35.25	\$ 37.01	\$ 38.86	\$ 40.80	\$ 42.84
	\$ 6,109.74	\$ 6,415.50	\$ 6,735.82	\$ 7,072.52	\$ 7,425.60	\$ 7,796.88
	\$ 73,316.88	\$ 76,986.00	\$ 80,829.84	\$ 84,870.24	\$ 89,107.20	\$ 93,562.56
Sergeant	\$ 37.98	\$ 39.88	\$ 41.87	\$ 43.96	\$ 46.16	\$ 48.47
	\$ 6,912.36	\$ 7,258.16	\$ 7,620.34	\$ 8,000.72	\$ 8,401.12	\$ 8,821.54
	\$ 82,948.32	\$ 87,097.92	\$ 91,444.08	\$ 96,008.64	\$ 100,813.44	\$ 105,858.48
July 1, 2024 2.5% Officer, 3.5% Corporal Sergeant						
	A	B	C	D	E	F
Officer	\$ 31.81	\$ 33.40	\$ 35.07	\$ 36.82	\$ 38.66	\$ 40.59
	\$ 5,789.06	\$ 6,078.80	\$ 6,382.74	\$ 6,701.24	\$ 7,036.12	\$ 7,387.38
	\$ 69,468.67	\$ 72,945.60	\$ 76,592.88	\$ 80,414.88	\$ 84,433.44	\$ 88,648.56
Corporal	\$ 34.61	\$ 36.35	\$ 38.17	\$ 40.08	\$ 42.08	\$ 44.18
	\$ 6,299.82	\$ 6,615.70	\$ 6,946.94	\$ 7,294.56	\$ 7,658.56	\$ 8,040.76
	\$ 75,597.85	\$ 79,388.40	\$ 83,363.28	\$ 87,534.72	\$ 91,902.72	\$ 96,489.12
Sergeant	\$ 39.16	\$ 41.12	\$ 43.18	\$ 45.34	\$ 47.61	\$ 49.99
	\$ 7,127.41	\$ 7,483.84	\$ 7,858.76	\$ 8,251.88	\$ 8,665.02	\$ 9,098.18
	\$ 85,528.93	\$ 89,806.08	\$ 94,305.12	\$ 99,022.56	\$ 103,980.24	\$ 109,178.16
July 1, 2025 2% Officer, 3% Corporal Sergeant						
	A	B	C	D	E	F
Officer	\$ 32.38	\$ 33.99	\$ 35.69	\$ 37.47	\$ 39.34	\$ 41.31
	\$ 5,892.43	\$ 6,186.18	\$ 6,495.58	\$ 6,819.54	\$ 7,159.88	\$ 7,518.42
	\$ 70,709.18	\$ 74,234.16	\$ 77,946.96	\$ 81,834.48	\$ 85,918.56	\$ 90,221.04
Corporal	\$ 35.51	\$ 37.29	\$ 39.15	\$ 41.11	\$ 43.17	\$ 45.33
	\$ 6,462.75	\$ 6,786.78	\$ 7,125.30	\$ 7,482.02	\$ 7,856.94	\$ 8,250.06
	\$ 77,552.97	\$ 81,441.36	\$ 85,503.60	\$ 89,784.24	\$ 94,283.28	\$ 99,000.72
Sergeant	\$ 40.17	\$ 42.18	\$ 44.29	\$ 46.50	\$ 48.83	\$ 51.27
	\$ 7,311.74	\$ 7,676.76	\$ 8,060.78	\$ 8,463.00	\$ 8,887.06	\$ 9,331.14
	\$ 87,740.89	\$ 92,121.12	\$ 96,729.36	\$ 101,556.00	\$ 106,644.72	\$ 111,973.68

**July 1, 2024 2.5% Officer, 3.5% Corporal Sergeant**

	A	B	C	D	E	F
Officer	\$ 32.09	\$ 33.70	\$ 35.39	\$ 37.16	\$ 39.02	\$ 40.97
	\$ 5,840.74	\$ 6,133.40	\$ 6,440.98	\$ 6,763.12	\$ 7,101.64	\$ 7,456.54
	\$ 70,088.93	\$ 73,600.80	\$ 77,291.76	\$ 81,157.44	\$ 85,219.68	\$ 89,478.48
Corporal	\$ 34.61	\$ 36.35	\$ 38.17	\$ 40.08	\$ 42.08	\$ 44.18
	\$ 6,299.82	\$ 6,615.70	\$ 6,946.94	\$ 7,294.56	\$ 7,658.56	\$ 8,040.76
	\$ 75,597.85	\$ 79,388.40	\$ 83,363.28	\$ 87,534.72	\$ 91,902.72	\$ 96,489.12
Sergeant	\$ 39.16	\$ 41.12	\$ 43.18	\$ 45.34	\$ 47.61	\$ 49.99
	\$ 7,127.41	\$ 7,483.84	\$ 7,858.76	\$ 8,251.88	\$ 8,665.02	\$ 9,098.18
	\$ 85,528.93	\$ 89,806.08	\$ 94,305.12	\$ 99,022.56	\$ 103,980.24	\$ 109,178.16

**July 1, 2025 2% Officer, 3% Corporal Sergeant**

	A	B	C	D	E	F
Officer	\$ 32.66	\$ 34.29	\$ 36.00	\$ 37.80	\$ 39.69	\$ 41.67
	\$ 5,944.12	\$ 6,240.78	\$ 6,552.00	\$ 6,879.60	\$ 7,223.58	\$ 7,583.94
	\$ 71,329.44	\$ 74,889.36	\$ 78,624.00	\$ 82,555.20	\$ 86,682.96	\$ 91,007.28
Corporal	\$ 35.51	\$ 37.29	\$ 39.15	\$ 41.11	\$ 43.17	\$ 45.33
	\$ 6,462.75	\$ 6,786.78	\$ 7,125.30	\$ 7,482.02	\$ 7,856.94	\$ 8,250.06
	\$ 77,552.97	\$ 81,441.36	\$ 85,503.60	\$ 89,784.24	\$ 94,283.28	\$ 99,000.72
Sergeant	\$ 40.17	\$ 42.18	\$ 44.29	\$ 46.50	\$ 48.83	\$ 51.27
	\$ 7,311.74	\$ 7,676.76	\$ 8,060.78	\$ 8,463.00	\$ 8,887.06	\$ 9,331.14
	\$ 87,740.89	\$ 92,121.12	\$ 96,729.36	\$ 101,556.00	\$ 106,644.72	\$ 111,973.68