

**City of Angels Camp
2026 MOU Negotiations
Police Officer Association Bargaining Unit
City's Settlement Package Proposal #25 – June 2, 2026**

The City proposes the following Settlement Package Proposal #25. This Settlement Package Proposal includes reference to all outstanding proposals presented by the Parties. Where tentative agreements have been previously reached on specific proposals, those are included in this Settlement Package.

Proposals (if any) that are not referenced in this settlement package proposal are deemed rejected.

In the event this package proposal is rejected, the Parties each revert to their prior most recently held and formally proposed positions.

Proposals contained herein are not presented in any particular order.

- 1) Section 10.01 Compensation Schedule: The City would agree to a one year contract (July 1, 2026 - June 30, 2027). Salary schedules in Appendix A would increase by 8% for all POA positions. Cost of living allowances (COLA) will not be included in this agreement as it is only a one year contract.

		PROPOSED July 1, 2026 8% Officer, 8% Corporal Sergeant						
Police Officer	Hourly Base	\$ 34.97	\$ 36.71	\$ 38.55	\$ 40.47	\$ 42.49	\$ 44.61	
	Monthly	\$ 6,364.61	\$ 6,681.07	\$ 7,015.23	\$ 7,365.10	\$ 7,732.67	\$ 8,119.89	
	Annual	\$ 76,375.35	\$ 80,172.89	\$ 84,182.72	\$ 88,381.24	\$ 92,792.04	\$ 97,438.72	
Corporal	Hourly Base	\$ 38.35	\$ 40.27	\$ 42.28	\$ 44.40	\$ 46.62	\$ 48.96	
	Monthly	\$ 6,979.85	\$ 7,329.72	\$ 7,695.32	\$ 8,080.58	\$ 8,485.50	\$ 8,910.06	
	Annual	\$ 83,758.15	\$ 87,956.67	\$ 92,343.89	\$ 96,966.98	\$ 101,825.94	\$ 106,920.78	
Sergeant	Hourly Base	\$ 43.38	\$ 45.55	\$ 47.83	\$ 50.22	\$ 52.74	\$ 55.37	
	Monthly	\$ 7,895.82	\$ 8,290.90	\$ 8,705.64	\$ 9,140.04	\$ 9,598.02	\$ 10,077.63	
	Annual	\$ 94,749.78	\$ 99,490.81	\$ 104,467.71	\$ 109,680.48	\$ 115,176.30	\$ 120,931.57	
		July 1, 2025 2% Officer, 3% Corporal Sergeant						
Police Officer	Hourly Base	\$ 32.38	\$ 33.99	\$ 35.69	\$ 37.47	\$ 39.34	\$ 41.31	
	Monthly	\$ 5,893.16	\$ 6,186.18	\$ 6,495.58	\$ 6,819.54	\$ 7,159.88	\$ 7,518.42	
	Annual	\$ 70,717.92	\$ 74,234.16	\$ 77,946.96	\$ 81,834.48	\$ 85,918.56	\$ 90,221.04	
Corporal	Hourly Base	\$ 35.51	\$ 37.29	\$ 39.15	\$ 41.11	\$ 43.17	\$ 45.33	
	Monthly	\$ 6,462.82	\$ 6,786.78	\$ 7,125.30	\$ 7,482.02	\$ 7,856.94	\$ 8,250.06	
	Annual	\$ 77,553.84	\$ 81,441.36	\$ 85,503.60	\$ 89,784.24	\$ 94,283.28	\$ 99,000.72	
Sergeant	Hourly Base	\$ 40.17	\$ 42.18	\$ 44.29	\$ 46.50	\$ 48.83	\$ 51.27	
	Monthly	\$ 7,310.94	\$ 7,676.76	\$ 8,060.78	\$ 8,463.00	\$ 8,887.06	\$ 9,331.14	
	Annual	\$ 87,731.28	\$ 92,121.12	\$ 96,729.36	\$ 101,556.00	\$ 106,644.72	\$ 111,973.68	

Note: Schedule is based upon 2184 hours.

- 2) Section 11.01 Medical Insurance: Section 11.02 Employee Plan Option: Section 11.03 Alternative Insurance: Section 11.04 Dental Insurance: Section 11.05 Vision Insurance: Replace these sections with the following: "All benefits included with the MOU apply only to bargaining unit employees. Benefits for nonbargaining unit or part-time employees are not part of this MOU.
 - A. 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).
 - B. For all eligible 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.

- C. 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.
- D. The City shall also maintain a dental and vision plan available to eligible employees.
- E. In the first year of the MOU, the City shall contribute up to the amount of Two Thousand Seven Hundred Twenty-Five and 00/100 Dollars (\$2,725.00) per month.
- F. Employees may allocate the City's contribution to any combination of medical, dental, or vision coverage during open enrollment or pursuant to a special event as defined by the health care plan. The City's contributions shall not exceed the actual amount of the premiums. The employee shall be responsible for the balance of the premiums, if any, which is due to maintain coverage.
- G. Alternative Insurance: Employees with proof of alternate insurance may opt out of all available City health insurance coverage and, in lieu, receive a cash payment of Two Hundred Fifty and 00/100 Dollars (\$250.00) per month. In no event will employees who waive all coverage receive more than fifty percent (50%) of the City's required contributions per this MOU as salary."

- 3) Section 7.10 Cell Phone Reimbursement: The City Police Department has transitioned to utilizing City owned cell phones for business related activities for privacy, confidentiality, and security purposes. Replace section 7.10 with the following:

"It is the intent of this section to ensure that members of the Police Department have reliable, secure, and properly managed communication tools to support operational efficiency, supervision, investigations, and emergency response.

City-provided cell phones are essential to the performance of law-enforcement duties. These devices enable officers, detectives, and supervisors to communicate directly with dispatch, command staff, and allied agencies; collect and document digital evidence (including photographs, video, and electronic communications); and securely access law-enforcement databases, City email, and other authorized systems necessary to perform their duties in the field.

The integration of multi-factor authentication (MFA), data encryption, and City-managed email access protects confidential information and ensures compliance with California Department of Justice (DOJ) and Criminal Justice Information Services (CJIS) security requirements. These protections safeguard sensitive data while supporting investigative accuracy, officer safety, and the integrity of the City's digital infrastructure.

A. City-Provided Cell Phones

The City shall provide Department-issued cell phones to all Police Officers, Detectives, and Sergeants to ensure effective and secure communication in the performance of their duties. These devices are intended for official use during on-duty hours, on-call assignments, and emergency responses as directed by the Department.

All City-provided phones shall be configured and maintained by the City's

Information Technology Division with appropriate security controls, including multi-factor authentication (MFA), mobile-device management software, and encrypted access to City email, evidence platforms, and law-enforcement databases, consistent with City and Department policy.

B. Use and Responsibility

1. All City-provided cell phones remain the property of the City of Angels Camp and shall be used in accordance with City and Department policy.
2. Employees are responsible for safeguarding issued devices and promptly reporting any loss, theft, or malfunction to their supervisor.
3. Personal use of City-provided cell phones shall be limited to incidental, non-disruptive use consistent with City and Department policy.
4. The Department and City IT Division may monitor, audit, or retrieve records from City-provided phones as necessary to ensure compliance with security standards, City policies, and applicable law.
5. Failure to comply with established security protocols, data-protection requirements, or authorized-use policies may result in administrative action, up to and including revocation of device privileges or other disciplinary measures consistent with Department policy and applicable law."

- 4) Section 10.05: Probationary Period: Replace this section with "The probationary period for newly hired Police Officers shall be eighteen months."

Date: _____

Date: _____

Employee Association Chief Negotiator,
Shannon Starr

City Administrator, Michael Hodson

Date: _____

Date: _____

Employee Association Representation,
Christopher Adams

Mayor, Caroline Schirato

Date: _____

City Attorney, William Creger