



## POLICE OFFICERS' ASSOCIATION

*Successor Memorandum of Understanding*

*July 1, 2020 through June 30, 2021*

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### **Amend Article 4(B): Staffing of Field Training Officers (FTO)**

Amend Article 4(B) to provide for the following: The City shall maintain at a minimum four (4) FTOs at all times there is sufficient personnel for the assignment and may increase the number of FTOs up to eight (8) when there is a need for more than four (4) FTOs and there is sufficient personnel to fill the additional assignments. FTO assignments shall continue to be two (2) year assignments and selection procedures shall be made pursuant to Exhibit "A" of the 2014-2017 MOU.

### **Amend Article 3: Overtime**

Amend Article 3 to make vacation leave, comprehensive leave, and holiday leave count as hours worked for the purposes of overtime if the leave is requested and received in writing via department leave slip seven (7) days in advance.

This article shall require that vacation leave, holiday leave, and comprehensive leave be requested and submitted to the department in writing via department leave slip 7 days in advance in order to be eligible for overtime. Leave time requests submitted less than 7 days in advance shall not count as hours worked for the purposes of determining overtime. Sick leave shall continue to be excluded from the list of leaves eligible for overtime.

This amended provision shall be prospective in nature and effective the first pay period after Council ratifies the MOU and sunset on June 30, 2021 unless an extension is approved in writing by the City. The City shall evaluate the impact and practicality of this amended provision from its effective date through June 30, 2021 for the purposes of determining whether it should be extended beyond June 30 or terminated on that date. In the event the amended provision is not extended beyond June 30, 2021, then the provisions of Article 3 shall revert back to the provisions of Article 3 in place on July 1, 2017.

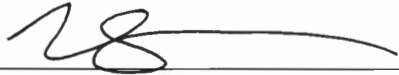
### **Amend Article 12: Uniform Allowance**

Amend Article 12 by increasing the uniform allowance from \$1,200/year to \$1,500/year. This provision shall be effective July 1, 2020 and members shall be provided payment for the current years' difference in uniform allowance (\$300) before the end of FY 2020-21.

### **Add Article: Eliminate Forced Shift Rotations**

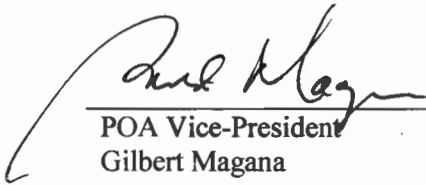
Eliminate the requirement for forced shift rotations. This new provision shall be effective the first pay period after Council ratifies the MOU.

SAN GABRIEL  
POLICE OFFICERS' ASSOCIATION



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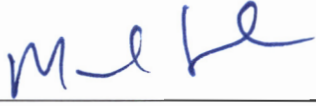
POA President  
Timothy Logan



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POA Vice-President  
Gilbert Magana

CITY OF SAN GABRIEL



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City Manager  
Mark Lazzaretto



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Human Resources Director  
Edward M. Macias

**RESOLUTION NO. 21-06**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN GABRIEL, CALIFORNIA, RATIFYING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAN GABRIEL AND SAN GABRIEL POLICE OFFICERS' ASSOCIATION FOR THE PERIOD OF JULY 1, 2020 THROUGH JUNE 30, 2021**

**WHEREAS**, The City of San Gabriel has met and conferred with representatives for the San Gabriel Police Officers' Association; and,

**WHEREAS**, the City of San Gabriel and the San Gabriel Police Officers' Association have agreed upon certain changes to the terms and conditions of employment in the agreed upon Memorandum of Understanding for the period of July 1, 2020 through June 30, 2021.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAN GABRIEL, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

**SECTION 1.** That the one (1) year agreement from July 1, 2020 through June 30, 2021 between the City of San Gabriel and the San Gabriel Police Officers' Association is hereby approved and ratified and all applicable changes contained in the Memorandum of Understanding are hereby adopted. Exhibit 1 provides a detailed outline of the changes agreed to in this Memorandum of Understanding.

**SECTION 2.** That this resolution shall be effective immediately upon passage and adoption.

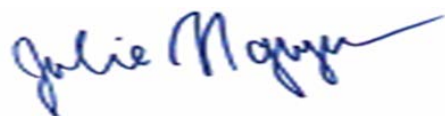
**SECTION 3.** The City Clerk shall attest to the passage and adoption of this resolution and shall enter the same in the Book of Original Resolutions.

**APPROVED** and **PASSED** this 19<sup>th</sup> day of January, 2021

City of San Gabriel, California

BY:   
DENISE MENCHACA, Mayor

ATTEST:



JULIE NGUYEN, City Clerk

APPROVED AS TO FORM:



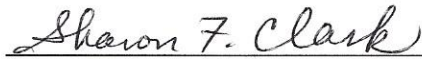
KEITH LEMIEUX, City Attorney

**CERTIFICATION**

I, Sharon F. Clark, Chief City Clerk of the City of San Gabriel, do hereby certify that Resolution No. 21-06 was duly adopted by the City Council of the City of San Gabriel at a regular meeting held on the 19<sup>th</sup> day of January, 2021, by the following vote:

AYES: DING, HARRINGTON, PU, LIAO, MENCHACA  
NOES: NONE  
ABSTAIN: NONE  
ABSENT: NONE

Dated: January 20, 2021



SHARON F. CLARK, Chief City Clerk