



POLICE OFFICERS' ASSOCIATION

Successor Memorandum of Understanding

Approved by Resolution No. 21-54

Approved on November 16, 2021

MOU Term:

July 1, 2021 through June 30, 2022

Article 2: Compensation

Article 2 shall be amended to provide the following:

- a. 4% base salary increase, effective the pay period starting on July 3, 2021.
- b. One-time retention bonus for current members in accordance with the following:
 - i. Members with less than 3.76 years of service as of July 1, 2021 shall be provided with a one-time retention bonus of \$1,958.
 - ii. Members with 3.76 to 8.25 years of service as of July 1, 2021 shall be provided with a one-time retention bonus of \$2,938.
 - iii. Members with more than 8.25 years of service as of July 1, 2021 shall be provided with a one-time retention bonus of \$4,896.

Article 3: Overtime

Extend the one-time provision of Article 3 from the 2020-21 MOU through June 30, 2022. This one-time provision makes 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 of the time-off. Prior to the 2020-21 MOU, only vacation leave that was requested 14 days in advance would count as hours worked for the purposes of overtime.

The one-time provisions of the 2020-21 MOU shall be extended through June 30, 2022, allowing vacation leave, holiday leave, and comprehensive leave to count as hours worked for the purposes of calculating overtime if the leave is requested and submitted to the department in writing via department leave slip seven (7) days in advance of the time-off. Leave time requests submitted less than seven (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 extension of the 2020-21 provision of Article 3 shall sunset on June 30, 2022 unless an extension is approved in writing by the City. The City shall evaluate the impact and practicality of this provision from its effective date through June 30, 2022 for the purposes of determining whether it should be extended beyond June 30, 2022 or terminated on that date. In the event the

amended provision is not extended beyond June 30, 2022, then the provisions of Article 3 shall revert back to the provisions of Article 3 in place on July 1, 2017.

Article 7(A): Vacation Accrual Rate Schedule

Each current and future member's vacation accrual rate shall be based on the member's total time as a sworn peace officer with a qualified law enforcement agency. Qualified time is that time served as a POST and/or equivalently certified sworn peace officer in a law enforcement agency.

This provision shall be effective at the beginning of the first pay period after Council ratifies this successor MOU. Adjustments to current member's accrual rates shall be prospective and made in concurrence with the effective date of this provision. No retroactive adjustments to vacation accruals shall be provided by this provision.

Article 9: Bereavement Leave

Amend Article 9 to provide 12 additional hours (or the equivalent of one additional regular work shift) for a total of 36 hours of bereavement leave to members who must travel more than 200 miles from home to tend to matters and services concerning the death of a qualified family member. All other provisions of bereavement leave shall remain unchanged, meaning that qualified bereavement leave events that do not require more than 200 miles of travel from home shall be eligible for 24 hours of leave only.

New Article: Call-Back Pay

In the event a member employee is called back to work from home, or has a scheduled overtime shift cancelled within less than three (3) hours of the overtime shift's start time, such member shall receive a minimum of three (3) hours' pay or compensatory time-off plus any additional time worked in excess of three (3) hours.

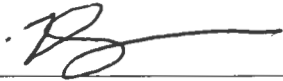
New Article: Recruitment & Retention Bonus Program

The City shall provide to new members hired on or after the date this successor MOU is ratified recruitment and retention bonuses in accordance with the following schedule:

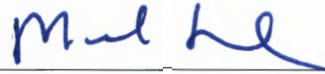
- a. \$2,500 one-time cash bonus shall be provided to:
 - i. Any SGPD sponsored Police Recruit upon the successful completion of a POST academy and promotion to Entry-Level Police Officer.
 - ii. Any newly hired Entry-Level Police Officer.
 - iii. Any newly hired Lateral Police Officer.
- b. \$5,000 one-time cash bonus shall be provided to all members in good standing upon the completion of 24 months of service as a San Gabriel Police Officer.
- c. \$7,500 one-time cash bonus shall be provided to all members in good standing upon the completion of 48 months of service as a San Gabriel Police Officer.

SAN GABRIEL
POLICE OFFICERS' ASSOCIATION

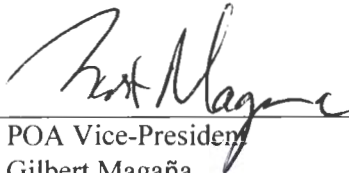
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