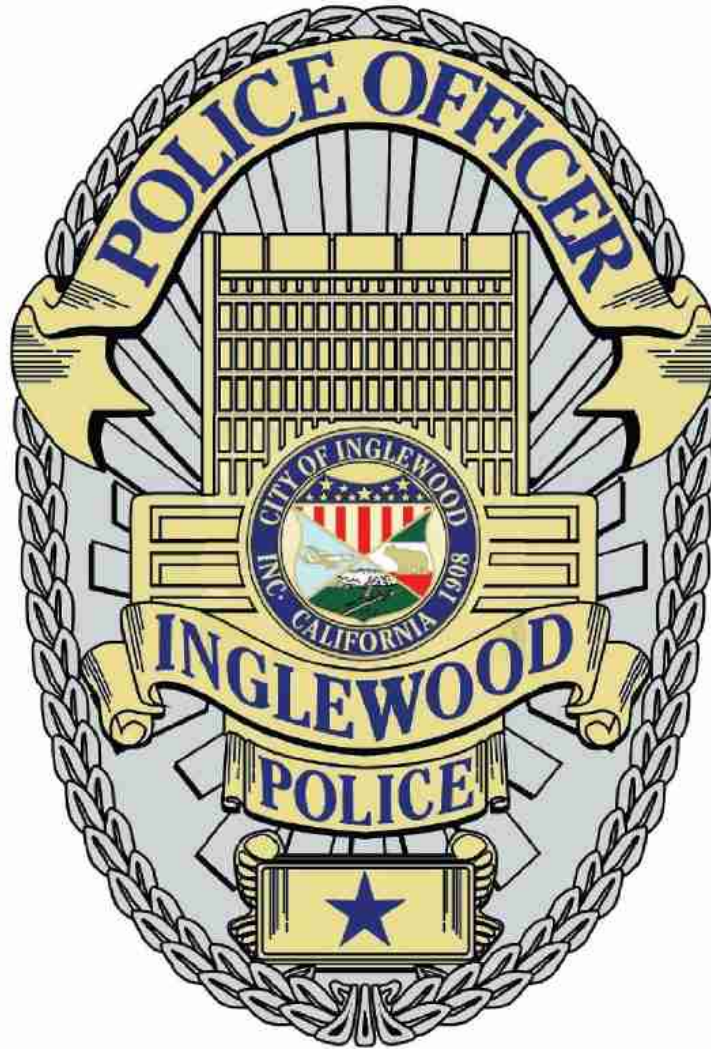


CITY OF INGLEWOOD
Human Resources Department



MEMORANDUM OF UNDERSTANDING
FOR
INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)
JULY 1, 2017 through JUNE 30, 2020
THREE YEAR (36-MONTH) AGREEMENT

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ARTICLE ONE—EMPLOYEE – EMPLOYER RIGHTS

SECTION I - PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "MOU" or "Agreement", interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as "City") and the Inglewood Police Officers Association (IPOA), (hereinafter referred to as "IPOA") pursuant to Government Code Section 3500 as Amended, et seq.

SECTION II – EMPLOYER - EMPLOYEE RELATIONS RESOLUTION

The Rules and Regulations governing the City's Employer-Employee Relations program pursuant to Government Code Section 3500, as Amended, et seq., is set forth in the City's Employer-Employee Relations Resolution # 7177.

SECTION III - RECOGNITION CLAUSE

A. Recognize IPOA

The City recognizes the Inglewood Police Officers Association (IPOA), as the recognized representative organization for all fulltime employees in the classification and rank of Police Officer or Police Investigator.

B. Recognition Rights

The recognition rights of the representative organization, Inglewood Police Officers Association (IPOA), shall not be subject to challenge until during a thirty (30) calendar day period running between one hundred and eighty (180) to one hundred and fifty (150) calendar days before expiration of this MOU and subject to any final court orders.

SECTION IV - EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES

A. Newly Hired Employees

The City agrees to provide IPOA with a list, on a monthly basis, of the names and addresses of all newly hired fulltime employees in the Police Officer classification and positions recognized to be represented by IPOA.

B. Dues and Benefit Deductions Programs

1. The City shall deduct dues on a regular basis from the pay of all classifications and positions recognized to be represented by IPOA or who voluntarily authorize such deductions, in writing, on a form to be provided for this purpose which is mutually agreed to by the IPOA and the City.
2. The City shall remit such funds to the Union within thirty (30) calendar days following the deductions.

C. Indemnification

The IPOA agrees to hold the City harmless and indemnify the City against any claims, causes of action, or law suits arising out of the deductions or transmittal of such funds to IPOA.

D. Equality of Representation

1. Non-Interference

- a. The City and IPOA will not interfere with, or discriminate in any way against, any employees by reason of their membership or activity required by this Memorandum of Understanding.
- b. The City will neither encourage nor discourage membership in the recognized Inglewood Police Officers Association (IPOA).

2. Association Representative Responsibilities

IPOA assumes its responsibility as designated representative to represent all unit employees without discrimination, interference, restraint, or coercion.

3. Non-Discrimination Provision

- a. The provisions of existing and future MOU shall be applied equally to all unit employees without discrimination as to age, sex, marital status, religion, race, color, creed, national origin, or political or union affiliation.
- b. IPOA and the City shall share equally the responsibility of applying these provisions.

4. Terms

- a. The term "police officer" and "unit employee" shall be interchangeable in this MOU.
- b. The term "work day" shall be defined as the work shift the unit is assigned (i.e. 5/40 would be 5 consecutive work days every 7 calendar days; 4/10 would be 4 consecutive work days every 7 calendar days; and 3/12.5 would be the number of 12.5 shifts worked every 28-day work cycle; within each seven (7) calendar day work period the three (3) work shifts shall be consecutive).
- c. If the masculine gender is used in this MOU, it shall be understood to include the feminine gender.

E. Time Off for Meeting and Conferring

1. The City recognizes that due to the unique nature of the services performed by sworn peace officers, it is of benefit to both the City and IPOA that the City permit IPOA employer-employee relations committee (IPOA Negotiations Team) to be granted leave from duty with full pay during scheduled working hours to participate in such meet and confer sessions with the City.
2. When a unit employee participates in meet and confer session(s) during non-scheduled work hours, the unit employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s).

a.

Full pay, as used above, shall mean the unit employee's current base salary, benefits, and any assigned bonus.

Full pay shall not include any overtime or compensatory time when meet and confer session(s) are held at times which would if worked, constitute time worked for which unit employees would receive overtime and/or compensatory time off.

- b. The IPOA shall provide the Police Chief and the Human Resources Director with a written list of individuals who will serve as the IPOA employer-employee relations team (IPOA Negotiations Team) for the purpose of the meeting and conferring process.
- c.
 - 1) Such list shall be provided at least two (2) calendar weeks prior to the date set for meeting and conferring, unless the required meet and confer session was scheduled due to emergency situations or unforeseen circumstances.

Such requirement shall be waived by the City should the City request meet and confer session(s) at a time when it would be impractical for the IPOA to meet such requirements.

F. Time Off for Grievance Processing

- 1. a. One of two (2) representatives designated by the IPOA shall be entitled to receive time off upon approval of the Police Chief for the purpose of processing, representing, and/or adjusting a grievance for the unit employees covered by this agreement.
- b. The Police Chief shall not unreasonably withhold approval of time off without cause.
- c. The IPOA representative, as a fulltime sworn non-management peace officer of the Police Department, shall conduct his/her Association activities in such a manner as to minimize his/her time away from regular police department duties.
- d. The IPOA shall be permitted to name an alternative representative to carry out duties of its designated IPOA representative in his/her absence.
- 2. Upon execution of this Memorandum of Understanding the IPOA shall notify the Police Chief and the Human Resources Director of the name or names of individuals who are initially authorized by the IPOA to, represent, adjust, and/or process grievances.
- 3. If there is any change in persons designated to process and/or adjust grievances the IPOA shall immediately notify the Police Chief and the Human Resources Director in writing of such changes.
- 4. In the performance of his/her duties, the IPOA representative who processes and/or adjusts grievances shall not unduly interfere with the work of other members of the Police Department or the normal operations of the Police Department, but shall carry out his/her duties so as to minimize other employees' lost work time as a result of the processing, representing, or adjusting of grievances by the IPOA representative.
- 5. Before entering a job site to present or adjust a grievance, the unit employee must notify and receive permission to enter from the supervisor in charge of the area or job site that he/she wishes to enter.

6. The unit employee shall work with the supervisor of the area to minimize other employees' loss of time or disruption to the work of other employees.
7. a. The IPOA representative must notify his/her management supervisor before leaving his/her job site to process and/or adjust grievances.
- b. IPOA representative will notify his/her immediate management supervisor upon his/her return to his/her job site so that the time spent on such Association business can be documented and submitted to the Police Chief.
- c. Documentation shall be limited to name of IPOA representative, date and time spent, and general division of department in which grievant is assigned.
- d. Permission to leave the job site and approval of time off shall not, considering all circumstances such as emergencies, be arbitrarily withheld by the representative's immediate management supervisor or the Police Chief.

G. Time Off for Association Board Meetings

1. The City shall grant IPOA board members work time off not to exceed a total of five hundred (500) work hours collectively for all members of the board each fiscal year. The IPOA shall submit to the Police Chief a time off slip by the end of the pay period when utilizing time off for Association matters.
2. The president of IPOA may take up to twenty-five (25) working days off during any fiscal year for IPOA business and IPOA shall reimburse the City for salary paid to the IPOA president for these days off.
3. The twenty-five (25) days shall not count in computing the five hundred (500) work hours set forth above.

H. Office Space

1. The City shall provide office space for the IPOA.
2. The location and size of such office space shall continue to be designated by the City and may be changed by the City upon consultation and proper notification to IPOA.

I. Meeting Facilities

1. The IPOA may use City community conference rooms and similar building facilities for meeting with the unit employees they represents on the same basis as other members of the community and other employee organizations within the City.
2. Use of the City meeting facilities shall require reasonable advance notice to the appropriate City official and shall be subject to availability of the facility.
3. The IPOA shall pay any costs related to use of said City facility on the same basis as other organizations using said facility.

J. Bulletin Boards and Mail

1. The IPOA shall have the use of bulletin boards and e-mail wherever Police Department work sites exist, including a locked, glass-covered board, for the following purposes only:
 - a. Notices of meetings
 - b. Notices of elections and announcements of results
 - c. Notices of social events
2. Any other matters to be placed upon a bulletin board or sent through e-mail must have prior approval from the Police Chief or his/her designee. The IPOA shall be given a key to the glass covered board.
3. The IPOA shall have the right to use the departmental inter-office mail for communications of any nature (which would not otherwise be prohibited by law) from the IPOA to its members. The IPOA may transmit reasonable amounts of written materials through the City's departmental inter-office mail system.

SECTION V - MANAGEMENT RIGHTS AND RESPONSIBILITIES

A. Management Rights

In order to ensure that the City shall continue to carry out its safety and protection services functions and responsibilities to the public as imposed by law, and to maintain efficient and responsive police and safety services for the citizens of the City of Inglewood, the City continues to reserve and retain solely and exclusively all rights including but not limited to:

1. Determine Police Department policy, including the right to manage the affairs of the Police Department in all respects.
2. Evaluate, direct, supervise, hire, promote, suspend, discipline, discharge, demote, transfer, assign, and retain members of the Police Department.
3. Relieve employees of the Police Department from duties because of lack of work or funds, or under conditions where continued work would be ineffective or non-productive, in accordance with Civil Service Rules and Regulations.
4. Determine standards and level of services to be rendered, operations to be performed, utilization of technology and equipment, means and methods of operation, and overall budgetary matters, including but not limited to the right to contract or sub-contract any work, services, or operations of the Police Department.
5. Determine the appropriate job classifications, organizational structure, and employees by which Police Department operations are conducted.
6. Determine the staffing size and composition of the Police Department, assign employees of the Police Department, and establish work schedules and assignments.
7. Determine the issues of public policy, and control the overall mission of the Police Department.

8. Maintain and improve the efficiency and effectiveness of the Police Department.
9. Take any necessary actions to carry out the mission of the Police Department in situations of emergency.
10. Establish performance standards for members of the Police Department, including but not limited to quality and quantity standards.
11. Take whatever other actions may be necessary to carry out the wishes of the City and public, and for police protection not otherwise specified above.
12. Establish and promulgate rules, regulations, policies, and procedures relating to productivity, efficiency, conduct, and safety; as well as the rules, regulations, policies, and procedures designed to comply with applicable judicial decisions and legislative enactments and to require compliance therewith.

B. Impact of Management Rights

Where required by law the City agrees prior to implementation to meet and confer with IPOA over the impact of the exercise of a management right upon the wages, hours, and other terms and conditions of employment of its members unless the impact/consequences of the exercise of a management right upon IPOA members are provided for in the Memorandum of Understanding, Civil Service Rules and Regulations, or departmental rules and regulations.

C. Authority of Third Party Neutral

All management rights, powers, authority, and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City. No third party neutral shall have the authority to diminish any of the management rights, which are included in this section, except by a court of competent jurisdiction.

SECTION VI - NO STRIKE PROVISION

A. Prohibited Conduct

1. IPOA, its officers, agents, representatives, and/or members agree that during the term of this Memorandum of Understanding they will not call, engage in, or condone any strike, walkout, work stoppage, job action, slowdown, sickout, blue flu, withholding of services, or other interferences with City operations; or honor any job action by any other employee of the City, or any other employers, by withholding or refusing to perform services.
2. Any employee who participates in any conduct prohibited in Paragraph 1 above shall be subject to termination by the City regardless of whether IPOA carries out in good faith its responsibilities set forth below.

3. In addition to any judicial remedies available to the City against the IPOA and its officers, agents, representatives, and/or members, or disciplinary action against IPOA members, agents, and representatives employed by the City, the City may suspend any and all of the rights and privileges accorded IPOA under any ordinance, resolution, or rules and regulations of the City or any memorandum of understanding with the City, including but not limited to the suspension of recognition of such employee organization and the use of the City bulletin boards and facilities.

B. Association Responsibility

1. In the event that IPOA, its officers, agents, representatives, and/or members engage in any of the conduct prohibited in Paragraph A.1 above, IPOA shall immediately instruct, in writing, any persons engaging in such conduct that their conduct is in violation of this Memorandum of Understanding and is unlawful and that they must immediately cease engaging in conduct prohibited in Paragraph A1 above; and order their members to return to work.
2. If the IPOA carries out its responsibilities under this Section in good faith, the City shall not bring suit against the IPOA for damages resulting from its engaging in prohibited conduct set forth in Subsection A.1 above.

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ARTICLE TWO—GRIEVANCE PROCEDURE AND APPEAL OF DISCIPLINARY ACTION

SECTION I - GRIEVANCE PROCEDURE FOR POLICE EMPLOYEES

A. Sole and Exclusive Grievance Procedure

This Grievance Procedure shall be the sole and exclusive procedure for resolving grievances.

B. Definition of Grievance

Fulltime probationary or permanent status employees may file a personal non-discipline (except for written reprimands) grievance on those grounds as defined as follows:

1. Improper application of City or departmental rules and regulations directly affecting an employee's work schedule, fringe benefits, holidays, vacation, sick leave, retirement, change in classification or salary.
2. Unfair treatment including coercion, restraint, disparate treatment, or reprisal.
3. Promotion procedures implemented unfairly.
4. Classification of position.
5. Non-selection for training opportunities.
6. Discrimination because of age, sex, race, marital status, religion, color, creed, national origin, or political or union affiliation.
7. Written reprimands may only be grieved through the grievance process as set forth in this section.

C. Limitations

1. Unit employee may file a grievance under all the above grounds in subsection I.B above, but not as applied to any of their job performance evaluations, unless one of the above grounds in section I.B is allegedly violated.
2. However, unit employees may attach rebuttal comments to their job performance evaluation within thirty (30) calendar days from the receipt of the report or any other mutually agreed upon time, whether or not they signed or didn't sign the report.
3. Rights to rebuttal are pursuant to Government Code 3305-3306.

D. Probationary Employees

Probationary at-will employees not previously holding permanent status in any classification in the City may file grievance(s) under all the grievable grounds defined herein under Subsection I.B above, but shall not be entitled to file and/or process any appeals involving discharges, demotions, suspensions without pay, written reprimands, performance evaluations, or failure of employment probation.

If a probationary employee is removed from probation and accused of misconduct, they shall be provided a name-clearing, if they so request, in accordance with State law.

E. Time Limits for Filing Grievance(s)

1. Time limits for filing written formal grievances herewith shall be strictly construed, but may be extended by mutual agreement evidenced in writing and signed by a duly authorized representative of the City and the grieving party.
2. Failure of the grieving party to comply with any of the time limits set forth hereunder shall constitute a waiver and bar to further processing of the grievance.

F. Civil Service Grievance Procedure

1. Unit employees may choose to utilize the City-wide grievance procedure set forth in the City's Civil Service Rules in lieu of this grievance procedure set forth in this MOU.
2. However, only one of the grievances may be utilized and must be declared prior to the application of the selected grievance procedure.

G. Representation in Presentation of Grievance

The grieving party may request the assistance of another person of his/her own choosing preparing and presenting the grievance at any level of review, or may be represented by his/her recognized employee organization, or may represent himself/herself.

H. Effect of Election of Grievance Procedure for Resolution of Individual Grievance

Where grieving party has elected to utilize the grievance procedures set forth herein, the grieving party shall be foreclosed from utilizing any other procedures within the City for resolution of a complaint based upon the same facts as the grievance.

I. Calendar Days and Working Days Defines as Same

For the purpose of this grievance procedure the terms calendar days and working days shall be defined as being the same since the Police Department operates on a twenty-four (24) hours, seven (7) days per week basis.

SECTION II - GRIEVANCE PROCEDURE STEPS

A. Step One - Informal Process

1. A unit employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision. In order that this informal procedure may be responsive, all parties involved shall expedite this process.
2. In no case may more than twenty-one (21) calendar days on all grievance matters elapse from the date of the alleged incident and the filing of a written formal grievance with the Human Resources Director with a copy to the Police Chief, or the grievance shall be barred and waived.

B. Step Two - Formal Written Process - Management Supervisor

1. If the grievance is not resolved through the informal process in step one, and then the grievant files a formal written grievance within the time limit of twenty-one (21) calendar days from the date of the alleged incident, the grievant shall then discuss the written grievance with his/her immediate supervisor.
2. The immediate management supervisor shall render a written decision and comments in writing and return them to the grievant by seven (7) calendar days after receiving the grievance.

C. Step Three - Formal Written Process – Commander

1. If the formal written grievance is not resolved in Step Two, or if no answer has been received from his/her immediate management supervisor within seven (7) calendar days from receiving the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to his/her Commander.
2. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
3. The Commander shall render his/her decision and comments in writing and return them to the grievant within seven (7) calendar days after receiving the grievance.

D. Step Four - Formal Written Process – Police Chief

1. If the formal written grievance is not resolved in Step Three, or if no written answer has been received from his/her Commander within seven (7) calendar days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to the Police Chief. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
2. The Police Chief shall render his/her decision and comments in writing and return them to the grievant within seven (7) calendar days after receiving the grievance.

E. Formal Written Grievance – Final Decision

1. If the formal written grievance is not resolved in Step Four, or if no written answer has been received from the Police Chief within seven (7) calendar days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to the Human Resources Director who will submit the written grievance to the City Manager (Administrative Officer). Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
2. If the formal written grievance is submitted to the City Manager (Administrative Officer) or designee for review and settlement, the City Administrative Officer or designee, may elect the methods he/she considers appropriate for the study of the issues and shall render a written decision to the parties within thirty (30) calendar work days from the date of the receipt from the written formal grievance. Additional time may be authorized to have City Manager or designee to render a decision per the understanding of both parties. The decision of the City Manager is final and completes the grievance appeal process.

SECTION III – APPEAL OF DISCIPLINARY ACTION

The following is the appeal procedure in cases involving disciplinary action of discharges, demotions, and suspensions without pay, or punitive disciplinary reductions in pay.

A. Filing of Disciplinary Action Appeal

1. File Appeal to Human Resources Director

After the affected unit employee has received his/her final notice of disciplinary action, they must file a written appeal within seven (7) calendar days of the receipt of the final disciplinary notice to the Human Resources Director for processing the disciplinary action appeal for arbitration or Board of Review.

2. Failure to File Appeal

Failure of the appellant to take this action will constitute a waiver and bar to the appeal of the disciplinary action.

B. Arbitration

1. Final Arbitration

The scope of final arbitration of disciplinary appeals shall be limited to demotions, punitive disciplinary reductions in pay, or suspensions without pay of more than sixty (60) hours.

2. Advisory Arbitration

The scope of advisory arbitration shall be limited to disciplinary appeal of suspensions without pay of sixty (60) hours or less, and discharges.

- a. The appellant who chooses arbitration shall be deemed to have made a choice between the Civil Service Board of Review and Arbitration, and therefore may not seek two (2) hearings on the same grievance.

C. Selection of an Arbitrator

1. The Human Resources Director will process the disciplinary appeal by invoking the arbitration process with an impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) calendar days unless external constraints prohibit compliance, whereupon the earliest date available shall apply.
2. An arbitrator shall be selected from a list of nine (9) Arbitrators from the State Mediation and Conciliation Services within fifteen (15) calendar days after receipt of said list by both parties.
3. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one name remains, which person shall become arbitrator.

ARTICLE TWO

4. The party to have the first opportunity to strike a name from the list of nine (9) arbitrators shall be determined by coin toss.
5. The priority of striking names shall alternate from one (1) party to the other each time arbitration is invoked by the same parties.
6. The appointment of an arbitrator shall be on a case-by-case basis.

D. Arbitrator Guidelines

1. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding.
2. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party.
3. The arbitrator shall be bound by the express terms and conditions of the Memorandum of Understanding as well as the Civil Service Rules and departmental rules and regulations in determining the validity of the disciplinary matter submitted to arbitration and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules and Regulations or departmental rules, regulations, or procedures.
4. The arbitrator shall be strictly bound by the time limits set forth in the appeal procedure and shall not question or entertain any appeal in which employees have not adhered to such time limits.
5. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings.
6. The parties recognize that due to the essential nature of the services performed by the Police Department, scheduling of time for sworn Police Officers to testify at arbitration shall be in such a manner so that normal operations are not disrupted.
7. The appellant must submit at least five (5) calendar days prior to the scheduled arbitration hearing date a list of officers and estimated time that their testimonies will take, as well as the date of the hearing, to the Human Resources Director, with a copy to the Police Chief, so that arrangements can be made for the Police Officer(s) to be released from duties to participate as a witness(s) in the hearing without causing interference with the normal operations and efficiency of the Police Department.

E. Advisory Arbitrator Decisions

1. All findings, decisions, and recommendations of the arbitrator shall be advisory only and presented to, (except decisions involving suspensions without pay of more than sixty (60) hours, demotions or punitive disciplinary reductions in pay) to the: (1) City Manager (Administrative Officer) or designee for final review and decision. and to the Mayor and City Council on (2) discharge cases, which may be overturned by the Mayor and City Council.

ARTICLE TWO

2. The City Manager or designee shall review the findings and recommendations of the Advisory Arbitrator in appeal cases involving suspensions without pay of sixty (60) hours or less and render a final decision by or before thirty (30) calendar days from the City receipt of the Arbitration recommendation except for discharge cases. The decision of the City Manager is final and completes the disciplinary action appeal process.
3. In cases involving discharge appeals, the City Council shall review the findings and recommendation of the Advisory Arbitrator and render a final decision by or before sixty (60) calendar days from the receipt of the Advisory Arbitration recommendation. The decision of the Mayor and City Council is final and completes the Disciplinary Discharge Appeal Process.

F. Cost of Arbitrator

The arbitrator's fees and any mutually agreed upon expenses shall be borne one-half (½) by the City and one-half (½) by the grieving unit employee.

G. All Proposed Disciplinary Actions – Skelly Process Required

All unit employees who have been served with proposed disciplinary actions must participate in the *Skelly* Process with the Police Chief or designee.

SECTION IV – ARBITRATION TERMINATION CLAUSE

The City Council may terminate the Arbitration provision changes as set forth in Article Two: Disciplinary Action Appeal, Section III, after June 30, 2020.

ARTICLE THREE—SALARIES AND COMPENSATION

SECTION I - SALARIES

A. Salary Adjustment Criteria

1. Internal classification relationships
2. Total compensation analysis (direct monetary costs)
3. Labor market conditions
4. Financial condition of the City
5. Cost of living analysis

B. Step Increases

Salary step increases shall be given at the beginning of the payroll period in which the employee's step increase anniversary date falls.

C. New Salary Increases with Corresponding Pre-Tax CalPERS Contributions**1. Implementation of new Salary Increases:**

The effective date of the first year salary increase will be thirty-seven (37) calendar days after City Council adopts the amended Salary Ordinance to incorporate the new salary increases. Upon notification to the City by IPOA that they have ratified this new MOU, the City will place the adoption of the new MOU and Salary Ordinance for the next regularly scheduled City Council agenda.

2. Once the Salary Ordinance is in effect, unit employees shall receive a four percent (4%) salary increase, and the following table summarizes the new salary ranges for IPOA represented classifications:

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	301.0	\$5,639.71	321.0	\$6,881.52
516	Police Investigator	309.0	\$6,107.00	329.0	\$7,451.70

D. Effective July 1, 2018 Salary Increases with Corresponding Pre-Tax Cal PERS Contributions

1. Effective July 1, 2018, unit employees shall receive a five percent (5%) salary adjustment, and the following table summarizes the new salary ranges for IPOA represented classifications:

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	306.0	\$5,927.39	326.0	\$7,232.54
516	Police Investigator	314.0	\$6,418.51	334.0	\$7,831.81

E. Effective July 1, 2019 Salary Increases with Corresponding Pre-Tax Cal PERS Contributions

1. Effective July 1, 2019, unit employees shall receive a six percent (6%) salary adjustment, and the following table summarizes the new salary ranges for IPOA represented classifications:

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	312.0	\$6,292.04	332.0	\$7,677.49
516	Police Investigator	320.0	\$6,813.38	340.0	\$8,313.62

SECTION II – POLICE INVESTIGATOR**A. Assignment Guidelines – Police Investigator**

1. A Police Officer can move to Police Investigator by assignment by the Police Chief or designee to investigation duty and be assigned the salary range for Police Investigator (Code 516).
2. Those Police Officers assigned to police investigation shall be granted salary increases on a step-to-step basis without changing their original anniversary hire date.
3. All unit employees assignments assigned to Police Investigator assignments are covered pursuant to Article Six, Section V Special Assignment Guidelines: and may be revoked at any time for:
 - a. Unsatisfactory performance
 - b. Budgetary restrictions
 - c. Operational necessity
 - d. Change of assignment
 - e. Disciplinary action

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B. Police Investigation Assignment Return to Police Officer Patrol Duty

1. A police officer assigned to Police Investigator who serves less than three (3) years in the assignment and then returns to police officer patrol duty, shall continue to receive one (1) month of the investigator assignment pay above the base salary rate for each month of investigator assignment service in excess of the first six (6) months of service.
2. A police officer assigned to Police Investigator who serves more than three (3) years in the assignment and then return to police officer patrol duty, shall continue to receive one (1) month of the assignment pay above their base salary rate for each month of investigator assignment service in excess of the first six (6) months of service, with a maximum of thirty-six (36) months of additional pay.

SECTION III – SUPPLEMENTAL COMPENSATION

A. Bilingual Interpretation Pay

An employee who is qualified and assigned the responsibility for bilingual interpretation, and whose use of this language is of significant benefit to the operations of the department as determined by the Police Chief or designee, shall receive assignment pay according to the following rules:

1. To be eligible for this bilingual Interpretation assignment, an employee must successfully pass a language proficiency test which is job related to the duties and responsibilities of a Police Officer designated for such assignment by the Police Chief or designee.
2. The qualifying test is conducted through the Human Resources Department and need not be written, but must test verbal skills in communication with non-English speaking persons.
3. The City shall pay each eligible designated employee fifty dollars (\$50) per pay period above their base pay for the duration of the bilingual Interpretation assignment.
4. The parties agree that to the extent permitted by law, the compensation for Bilingual Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4) Bilingual Premium.

B. Education POST Incentive Pay¹

1. Eligibility for POST education incentive plan is established as of the date the sworn employee's certificate was validated by POST.
2. POST incentive pay will not be computed in establishing salary steps upon promotion or assignment to higher positions.
3. Intermediate POST Certificate incentive pay shall be an additional seven-and-one-half (7½) range points (e.g., fifteen [15] half-point increments on the salary range scale located in Appendix One).
4. Advanced POST Certificate incentive pay shall be an additional twelve-and-one-half (12½) range points (e.g., twenty-five [25] half-point increments on the salary range scale located in Appendix One).
5. Sworn unit employees receiving the Advanced POST Certificate incentive pay shall not receive the Intermediate POST Certificate incentive pay.
6. In computing the pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are simply summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.
7. POST eligibility standards for the purpose of this POST education incentive plan shall be those approved by the State POST Commission.

C. Holiday In-Lieu Pay

1. Unit employees shall receive one hundred thirty (130) hours of holiday pay in lieu of thirteen (13) recognized holiday time off and no compensatory time off will be given when a City recognized holiday is worked.
2. Holiday In-Lieu Pay is equal to the unit employee's base hourly rate plus longevity as set forth in the Salary Ordinance times Longevity Pay times one hundred thirty (130) hours.
3. Upon written approval of the Police Chief, a unit employee may be permitted to take off a holiday recognized by the City in lieu of receiving holiday pay.
4. Holiday requests will be granted on the basis of seniority as set forth in Article Six.
5. Payment of holiday-in-lieu shall be made at the end of the second pay period in December of each year and reported to CalPERS in the pay period the holiday-in-lieu pay was earned by the unit employee.
6. Holiday in-lieu pay year starts January 1 through December 31 of each calendar year.
7. The parties agree that to the extent permitted by law, the compensation for Holiday In-Lieu is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4).

¹ Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent that this is special compensation and thus pensionable for employees and to comport with CalPERS guidelines. This clarification and use of Appendix One is made retroactive to January 1, 2010.

D. City-Recognized Holidays

The following is the list of thirteen (13) City-recognized holidays:

1. New Year's Day
2. Martin Luther King Jr. Birthday (third Monday in January)
3. Washington Birthday (third Monday in February)
4. Cesar Chavez Birthday (March 31)
5. Memorial Day (last Monday in May)
6. Independence Day
7. Labor Day (first Monday in September)
8. Veteran's Day
9. Thanksgiving Day (fourth Thursday in November)
10. Day following Thanksgiving Day
11. Christmas Eve Day
12. Christmas Day
13. New Year's Eve Day

E. Longevity Pay Plan (See Appendix One for More Information)

Effective 10/6/2007, unit employees shall be eligible for the following longevity pay plan above their salary rate as follows:

1. Upon completion of five (5) years of fulltime service with the City – three (3) range points (e.g., six [6] half-point increments).
2. Upon completion of ten (10) years of fulltime service with the City – six (6) range points (e.g., twelve [12] half-point increments).
3. Upon completion of fifteen (15) years of fulltime service with the City – nine (9) range points (e.g., eighteen [18] half-point increments).
4. Upon completion of twenty (20) years of fulltime service with the City – twelve (12) range points (e.g., twenty-four [24] half-point increments).
5. Upon completion of twenty five (25) years of fulltime service with the City – fifteen (15) range points (e.g., thirty [30] half-point increments).
6. In computing the pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are simply summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.

F. Shoot Program

1. Police officers shall be required to demonstrate their proficiency three (3) times per year with the handgun and one (1) time per year with the shotgun.

2. The City will supply shoot ammunition during the required and optional shoots.
3. Police officers may be exempted from qualification upon approval of the appropriate division commander only for reasons due to injury, physical defect, or when on vacation for a period of thirty (30) or more calendar days which includes the mandatory qualification in a twelve (12) month period. Upon return and medical clearance for full duty, if required, they must then qualify.

G. Supervisory Differential

1. A police officer assigned by Police Management to serve temporarily in a higher job classification, such as Police Sergeant, and who are required to supervise employees of a lower job classification shall, for the purpose of this provision, be referred to as "supervisors."
2. A Police Officer who is temporarily assigned to perform duties of a supervisor shall be paid an additional ten dollars (\$10) per work shift commencing with the third (3rd) consecutive work shift, and will be paid quarterly.
3. The parties agree that to the extent permitted by law, the compensation for Supervisory Differential is special compensation reported as such pursuant to Title 2 CCR, Section 571(a)(4).

H. Field Training Officer Duty and Selection/Recertification Process

1. Regularly Assigned to Field Training Officers

Police Officers regularly assigned by Police Management to Field Training Officer duties shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment per pay period above their base salary rate for the duration of the assignment as determined by the Police Chief.

2. Duties

The duties of the Field Training Officer include but are not limited to the following:

- a. Serve as a trainer for new Police Officers
- b. Lead worker overseeing Field activities
- c. Conducting inspections
- d. Handle patrol briefings
- e. Other duties assigned to them by Police Management

3. Total Assigned Training Officers

The total number of police officers assigned as a Training Officer shall be determined and selected by the Police Chief.

4. Field Training Officer Selection/Recertification Process

The selection and recertification process for the Field Training Officer shall be as follows:

a. Résumé

All applicants will submit a personal résumé, accompanied by a (preferably) one-page statement stating why the applicant believes that he/she is qualified for the assignment.

b. Field Training Officer Selection and Recertification Process

- 1) The Police Chief will interview the applicants and compile a final list of candidates.
- 2) The Police Chief at his/her discretion will fill vacancies from the final Field Training Officer eligibility list.
- 3) The eligibility list will be valid for a period of eighteen (18) months.

I. Senior Lead Officers (SLO) Assignment

Police officers regularly assigned as Senior Lead Officers (SLOs) shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per pay period above their base salary rate for the duration of the assignment as determined by the Police Chief.

J. Academy Drill Instructor

Police officers assigned as Academy Drill Instructors to instruct all new Inglewood Police Officer Trainees at the Police Academy shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per month above their base salary rate for the duration of the assignment as determined by the Police Chief.

K. Traffic Investigator

Police Officer assigned as Traffic Investigators shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per month above their base salary rate for the duration of the assignment as determined by the Police Chief.

L. Motorcycle Duty

1. Police Officers assigned to motorcycle duty shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay above their base salary rate for the duration of the assignment.
2. This differential shall not be computed in establishing salary steps upon promotion or assignment to higher positions.

M. Range Master Duty

1. Police officers assigned to Range Master duty shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay above their base salary rate per period for the duration of the assignment.

2. This assignment shall not be computed in establishing salary steps upon promotion or assignment to higher positions.

N. Canine Duty

1. Police officers assigned to canine duty will receive additional compensation as set forth below. This amount recognizes that the time spent in the off duty care (including feeding and grooming), maintenance and training of his/her assigned dog and the cleaning of his/her assigned vehicle shall be considered hours worked payable at the employee's regular rate of pay.
2. The unit employee shall be compensated for off-duty canine activities on an overtime basis at one and one-half (1½) times that rate. It is understood that unit employees normally spend ten (10) hours per month performing such work off-duty.
3. The additional compensation paid to eligible police officers for the ten (10) hours per month will be as follows:
 - a. 6.66 hours of compensatory time per month;
 - b. 3.33 hours of pay above their base salary rate will be added to the assignment pay for the K-9 assignment, such that the total assignment pay will equal eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per pay period above their base salary rate for the duration of the assignment.
4.
 - a. A unit employee who is required to perform extraordinary off-duty canine care, such as a veterinary emergency or other rare occurrence that causes a substantial increase in the normal off-duty hours worked for that month, shall submit a written request to the Police Chief or the Chief's assigned designee for additional compensation for the hours spent performing such work.
 - b. Any additional compensation shall be compensated at one and one-half (1½) times the police officer regular rate of pay.

O. Lateral Hire Incentive Program

1. All police officers / supervisors hired after August 1, 2007, that have served as a police officer in another law enforcement agency or agencies and successfully completed probation in that agency or agencies, and upon successfully completing probation in the City of Inglewood, shall receive:
 - a. Service credit for their years of active employment as police officer on a fulltime basis for up to ten (10) years. These ten (10) years of service in another agency or agencies will be considered for calculating longevity pay, vacation accrual, and sick leave accrual for lateral transfers, field training officers, and all employment promotions.
 - b.
 - 1) In addition, upon successful completion of probation, the employee shall receive a lump sum credit of sick leave and vacation hours equal to what he/she would have accrued in a twelve (12) month period based on the years of total service credit calculated according to the current leave accrual schedules.

- 2) For example, an employee with five (5) full years of total service credit, four (4) years with his/her prior agency and one (1) year with Inglewood would receive ninety six (96) hours of sick leave and one hundred twenty eight (128) hours of vacation, in addition to one (1) longevity pay step, upon successful completion of probation.

Additionally, upon successful completion of probation, lateral hires shall receive a one (1) time credit of forty (40) hours of compensatory time.

2. Limitations: The seniority provision of the Lateral Hire Incentive Program shall not apply to Article Six, Section VI – Seniority Privileges:
 - a. Vacations
 - b. Shift Assignments and Days Off
 - c. Holiday Requests

SECTION IV – LIMITATIONS – ONE ASSIGNMENT COMPENSATION ONLY

A. Limitations – One Assignment Compensation Only (MOU Amendment # 6)

It is understood no unit employee shall be eligible to receive more than one (1) assignment compensation (currently 8% [eight (8) range points]) for any more than one (1) duty assignment including but not limited to Police Investigator (Detective), Field Training Officer, Senior Lead Officer, Motor Duty Officer, Range Master, Academy Drill Instructor, Traffic Investigator, and Canine Duty.

SECTION V – UNIFORM ALLOWANCE

A. Uniform Allowance

1. All Police Officers in their initial year of employment shall receive up to one thousand, fifty dollars (\$1,050) per year uniform reimbursement and thereafter, one thousand, fifty dollars (\$1,050) for each year of the term of the MOU.
2. Uniform allowance shall be prorated monthly, but shall be paid once annually in the last pay period of each fiscal year.
3. Any unit employee not completing one (1) year of service with the City shall reimburse the City for uniform expenses incurred by the City prior to the employee termination date.
4. The City will provide required safety equipment and uniform accessories consisting of patches, service chevrons, and emblems of rank.
5. The City will provide jump suits to police officers on an as-needed basis at the determination of the Police Chief.
6. The City will provide maternity attire for police officers if the Police Chief determines that uniformed attire is required.

7. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5).

SECTION VI - RETIREMENT PROVISIONS

A. Retirement System

The City shall provide the following retirement coverage through the California Public Employees Retirement System (CalPERS).

B. Contributions

1. Employer

The City shall continue to pay its statutory employer contribution rate, which is established by CalPERS and may vary from year to year.

2. Employee

- a. Until on or about July 18, 2014, the City shall pay nine percent (9%) of the employee's CalPERS contribution to CalPERS on account of benefits payable under that retirement system to each employee. On or about July 18, 2014, this provision was modified per Article Three, Section I. Salary Increases with Corresponding Pre-Tax CalPERS Contributions.
- b. Effective on or about July 18, 2016, all classic unit employees shall pay the full (i.e. 100%) of the CalPERS employee rate of nine percent (9%) and three (3) points of the employer's CalPERS rate, bringing the total employee's CalPERS payment by unit employees to twelve percent (12%).
- c. This contributions provision eliminated any employer paid member contribution (EPMC) premiums paid by the City.

C. Additional Retirement Benefits

In addition to mandatory retirement benefits, the City provides the following benefits:

1. One-year highest compensation as specified in Government Code, Section 20042;
2. Military service credit as specified in Government Code, Section 21024;
3. Post-retirement survivor allowance as specified in Government Code, Section 21624-21626;
4. One-time five (5) range point increase (e.g., ten [10] half-points) for employees retired prior to January 1971 as specified in Government Code, Section 21222.1.
5. Effective January 1984, or as soon thereafter as possible, 1959 survivor benefits, as specified in Government Code Section 21572.
6. Effective August 18, 2001, the City shall report the value of Employer Paid Member Contributions as additional compensation as provided in Government Code, Section 20636. On or about July

18, 2016, this provision was eliminated per Article Three, Section I Salary, B & C. Salary Increases with Corresponding Pre-Tax CalPERS Contributions.

7. Effective January 1, 2002, the City shall provide the 3% @ 50 formula in accordance with Government Code, Section 21362.2.
8. All unit employees hired on or after January 7, 2011, and before January 1, 2013, shall be provided the 3% @ 55 formula in accordance with Government Code, Section 21363.1.

D. PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA)

1. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

2. PEPRA – New Hires January 1, 2013

- a. Effective January 1, 2013, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2013, or new hires with a break in CalPERS service of more than six (6) months unless they return back to the City of Inglewood will receive:
 - 1) 2.7% @ 57 CalPERS retirement benefit formula in accordance with Government Code Section 7522.25.
 - 2) Thirty-six (36) consecutive months for the final highest compensation formula in accordance with Government Code Section 20037.
 - 3) No Employer Paid Member Contributions (EPMC)
- b. Effective January 1, 2014, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2014, or new hires with a break in CalPERS service of more than six (6) months unless they return back to the City of Inglewood will:
 - 1) Pay fifty percent (50%) of the “normal” CalPERS benefit costs.
 - 2) If fifty percent (50%) of the normal CalPERS benefit costs is below twelve percent (12%), the PEPRA unit employee shall pay twelve percent (12%) of their PERSable pay and the difference between the twelve percent (12%) and the fifty percent (50%) of the normal CalPERS benefit costs shall be paid toward the employer's rate.

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ARTICLE FOUR—FRINGE BENEFITS

SECTION I - BENEFITS ADMINISTRATION PROVISION

A. Administration

The City reserves the right to select, change, administer, or fund any fringe benefits programs involving insurance that now exist or may exist in the future during the term of this Memorandum of Understanding.

B. Selection and Funding

In the administration of fringe benefits programs involving insurance, the City shall have the right to select any insurance carrier or other method providing coverage to fund the benefits provided in Section II during the term of this Memorandum of Understanding.

C. Changes

1. The City shall meet and confer over the impact with the IPOA prior to any changes of insurance carrier or method of funding coverage for any fringe benefits provided in Section II with the City making the final decision on these subjects upon the completion of the meet and confer process .

SECTION II - BENEFITS

A. Medical

1. The City shall make available to active unit employees and eligible retirees medical benefits available under the City's medical program.
2. The following will be the medical benefits for employees hired prior to January 7, 2011:
 - a. After a new unit employee has paid the total of his/her first month's premium, the City shall pay the monthly medical premium as set forth as follows:
 - 1) The Aetna 90/60 PPO Plan was eliminated as of January 1, 2008, and no unit employee can be enrolled in this former plan unless he or she was previously enrolled prior to January 1, 2008, and continued to participate in the Aetna 90/60 Plan. Any eligible unit employee, as defined in this section, will have to pay the difference between the Aetna 90/60 Plan Premium and the higher of the 80/60 PPO Family Plan or HMO Family Plan Premiums.
 - 2) Effective January 1, 2008, the City will contribute up to a maximum of the cost of the monthly premium for the 80/60 PPO or HMO Family Plan offered by the City for employees hired fulltime before August 1, 2007, and up to a maximum of the cost of the most costly monthly premium for any of the family HMO plans offered by the City for employees hired fulltime on or after August 1, 2007.

- 3) Unit employees electing coverage in a group benefit plan with a monthly premium cost higher than the limits set forth above shall be responsible for paying the difference through payroll deduction.
 - a. An active full time employee who elects not to obtain coverage for him or herself shall be required to complete necessary written certification that he/she has medical coverage under another medical plan, and shall identify such coverage.
 - b. Enrollment shall occur as provided in program requirements.

B. Medical Premiums – New Employees Hired on or After January 7, 2011

1. All unit employees hired on or after January 7, 2011 shall pay five percent (5%) of the monthly premiums and the City shall pay ninety-five percent (95%) of the total monthly medical insurance premiums for eligible unit employee based on their enrollment eligibility up to the Kaiser medical plan family rate (based on number of dependents enrolled, if any) which is then in effect.
2. Unit employee who chose to participate in another City medical plan will pay all the difference in the monthly premium costs which are higher than the Kaiser medical plan.
3. If unit employee is on unpaid leave of absence, he/she shall still be responsible for paying the 5% monthly premium.

C. Medical Insurance Waiver / Elimination of Medical Incentive Program

1. Effective January 1, 2004, the City shall provide active unit employees who choose not to receive medical plan benefits with a Medical Insurance Waiver payment of \$50.76 per pay period for twenty four (24) pay periods per calendar year.
2. Effective July 1, 2017, the Medical Incentive Program will be eliminated for all unit employees.

D. Dental

1. Plan

The City shall, for the term of this MOU, provide at City's cost a dental plan for unit employees and their qualified dependents.

2. Coverage

- a. One hundred percent (100%) for examination and cleaning once every six (6) months
- b. One hundred percent (100%) for x-rays, one full mouth series annually
- c. Sixty percent (60%) for prosthetic work
- d. Annual deductible (\$25/person; \$75/family) for covered charges other than exam, cleaning, and x-rays. Deductible waived if dentist is within Delta Dental PPO network.
- e. The City shall provide a dental plan that includes orthodontics; no deductible, one hundred percent (100%) up to two thousand dollars (\$2,000) per eligible dependent.

E. Optical

The City shall, for the term of this MOU, provide at City's cost a vision care plan covering the unit employee and qualified dependents.

F. Definition of Dependent Child

The definition of dependent child for dental and vision coverage shall be the same as the definition used for the CalPERS health plan coverage.

G. Term Life Insurance

1. The City shall, for the term of this MOU, pay premiums for a term life policy equal to the unit employees' annual salary rounded to the nearest five hundred dollars (\$500).
2. In the case of accidental death, the benefit will equal two (2) times the amount provided above.

H. Life Insurance - Retired Employees

1. Retiring unit employees may elect to convert group life coverage to individual coverage.
2. Necessity arrangements must be made with the City and the insurance company BEFORE the effective retirement date.
3. Cost of life insurance continuance upon retirement will be borne by the unit employee.

I. Accidental Death Benefit

The City shall provide to the family of a unit employee who dies as a result of an accident on the job a one-time benefit of twenty-five hundred dollars (\$2,500) per child under twenty-one (21) years of age if the deceased employee was responsible for the support of the child.

J. Medical Plan - Retired Employees

1. For unit employees who have terminated from City employment prior to January 1, 2008, they shall receive the following retired employee medical plan benefits.
 - a. Effective February 23, 1999, the City agrees to pay on behalf of unit employees who terminate City employment through a CalPERS retirement on or after February 23, 1999, and who then have served at least fifteen (15) consecutive years as fulltime City employees, one-half (½) of the required monthly premium for employee-only coverage under the City's then approved medical insurance plan as then in effect in which the qualifying retiring employee has been enrolled prior to retirement; provided such employee duly selected to continue said insurance coverage past service retirement, and provided the said insurance carrier accepts the retiring employee for coverage.
 - b. Effective August 30, 1999, the City agrees that unit employees with twenty (20) years of City service, who terminate City employment through a CalPERS retirement with accumulated unused sick leave, compensatory time, and/or vacation leave of seven hundred fifty (750) hours or more may, in lieu of utilizing such seven hundred fifty (750) hours for benefits as provided in this MOU, utilize such seven hundred fifty (750) hours to have the City pay one

hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under one of the City medical plans as described in Section II, above, for the lifetime of the retiring employee.

- 1) In accordance with CalPERS policy, retiring unit employees who elect any of the options available may add or substitute dependents after retirement at the retiring unit employee's expense.
 - 2) Any accumulated unused vacation, compensatory time, and/or sick leave hours not so utilized shall be paid to the retiring unit employee as provided in this MOU.
- c. Effective May 24, 2001, the City agrees that employees described in this Section II, may utilize twelve hundred (1,200) hours of accumulated sick leave, compensatory time, and/or vacation leave to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under one of the City's plans for the lifetime of the retiring employee. If the unit employee predeceases the one qualified dependent, the City shall pay fifty percent (50%) of the premium due for that one qualified dependent for the lifetime of that dependent.
2. For unit employees who have retired from City employment between January 1, 2008, and March 31, 2014, they shall receive the following retired employee medical plan benefits:
- a. Unit Employees possessing fifteen (15) consecutive years of fulltime service at the time of retirement.
 - 1) These fulltime unit employees shall receive a contribution for medical benefits of up to fifty percent (50%) of the required monthly premium for Employee-Only coverage under the City's 80/60 PPO medical plan, or any HMO plan in effect in which the employee is enrolled at the time of the employee's termination and/or retirement.

Effective January 1, 2017, the Aetna 90/60 Plan was eliminated totally. This means all active and retired employees who were enrolled in the Aetna 90/60 Plan were not in this Plan after December 31, 2016.

- b. Unit employees possessing twenty (20) consecutive years of fulltime service at the time of retirement.
 - 1) These unit employees terminating City service through a CalPERS retirement with accumulated unused sick leave, compensatory time, and/or vacation leave of seven hundred and fifty (750) hours, may in lieu of utilizing such seven hundred fifty (750) hours for benefits as provided in this MOU, utilize such seven hundred fifty (750) hours to have the City pay up to a maximum cost of the 80/60 PPO medical premium in effect at the time of the unit employees retirement for the retiring unit employee plus one medical plan for the life of the unit employee only.
 - 2) Effective October 1, 2017, unit employees grandfathered pursuant to L.2 and L.3 below, upon terminating from the City, will exchange 500 hours of accumulated vacation and sick leave time to be eligible for the City to pay retired medical premiums for employee plus one. This is a reduction from the required 750 hours as set forth in 1.a above.
 - 3) Unit employees may utilize twelve hundred (1,200) hours of accumulated sick leave, compensatory time, and/or vacation leave to have the City pay up to the maximum cost

of the medical premium for the Employee Plus One qualified dependent of the City's 80/60 PPO plan in effect at the time of the unit employee's retirement, for the life of the employee. If the unit employee predeceases the qualified dependent, the City shall pay fifty percent (50%) of the premium for the qualified dependent for the life of the dependent.

K. Previous Retired Employee Health Benefit Plan – Eliminated

Due to the overwhelming unfunded liability of the City's current Retired Employee Health Benefit Plan, which was available for eligible fulltime unit employees prior to April 1, 2014, was eliminated effective April 1, 2014, for all current and future eligible fulltime unit employees who retire from the City and shall be replaced by the following new modified Retired Employee Health Benefit Plan as set forth below.

L. Alternative Retiree Medical Plan – Effective April 1, 2014

In exchange for the elimination of the previous Retired Employee Health Benefit Plan, effective April 1, 2014, a new modified Retired Employee Health Benefit Plan for all eligible fulltime unit employees who retire from the City on or after April 1, 2014, is provided as follows:

1. Employee Retiree Health Savings (RHS) Plan: An employee RHS Plan shall be created for all fulltime unit employees in Tiers 2, 3, 4, and 5. Tier 5 is for new unit employees hired after April 1, 2014.
2. All unit employees who on or before March 1, 2014, are: 1) eligible for a normal, non-industrial CalPERS safety-based, service-related retirement and 2) have more than twenty (20) years of fulltime service to the City of Inglewood, shall continue to be eligible for the existing retiree medical benefit (e.g., employee plus one in exchange for the applicable number of sick/vacation hours) as set forth in the 2010-2013 MOU except that at age 65, the unit employee shall enroll into a Medicare Advantage Plan (if the 'plus one' is a spouse, then the spouse shall enroll into a Medicare Advantage Plan when he/she turns age 65, and if the 'plus one' is a dependent, non-spouse, then he/she shall cease to be eligible for coverage by the City upon reaching his/her 26th birthday)—this is referred to as a *grandfathering* clause.
3. All unit employees who on or before March 1, 2014, are: 1) eligible for a normal, non-industrial CalPERS safety-based, service-related retirement and 2) have less than twenty (20) years but at least fifteen (15) years of fulltime service to the City of Inglewood, shall continue to be eligible for fifty percent (50%) of the retiree medical benefit that currently exists upon retirement (e.g., employee plus one in exchange for the applicable number of sick/vacation hours) as set forth in the 2010-2013 MOU except that at age 65, the unit employee shall enroll into a Medicare Advantage Plan (if the 'plus one' is a spouse, then the spouse shall enroll into a Medicare Advantage Plan when he/she turns age 65, and if the 'plus one' is a dependent, non-spouse, then he/she shall cease to be eligible for coverage by the City upon reaching his/her 26th birthday)—this is referred to as a *grandfathering* clause.

4. It is understood that the City shall reimburse the grandfathered eligible unit employees for their monthly Medicare Advantage Plan as long as they remain in said Medicare Advantage Plan. If the grandfathered employees' dependent spouse is not eligible for Medicare, the City shall continue to pay his/her pre-Medicare medical plan premium. If the grandfathered unit employees' dependent is a non-spouse, then the City shall continue to pay the medical plan premium of the dependent non-spouse until he/she reaches his/her 26th birthday.
5. Any grandfathered unit employee covered by this section had the right to "opt-out" of their respective retiree medical benefit as described above and accept the terms and conditions stipulated below in Tier 1 below (Item 6 a) provided they did so within thirty (30) days of the MOU adoption on (June 17, 2014).
6. **All other unit employees not covered in items L, 2 or 3 above qualify for the alternative benefits described below:**
 - a. **Tier 1 Unit Employees include 1) unit employees within five (5) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of the MOU on (June 17, 2014) and a minimum of fifteen (15) years of fulltime service as of the adoption of the MOU, (June 17, 2014) or 2) employees within seven (7) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of the MOU (June 17, 2014) and a minimum of twenty (20) years of fulltime service as of the adoption of the MOU (June 17, 2014).**

1) Sick-Leave-to-RHS Conversion Bank

- i. All unit employees shall be permitted to convert up to five hundred (500) hours of accrued sick leave hours at one hundred (100%) of the employee's base hourly rate of pay as of the implementation of the Salary Ordinance to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
- ii. One-third ($\frac{1}{3}$) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the unit employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015 and August 1, 2016, respectively to account for the successive salary increases. Following the final one-third ($\frac{1}{3}$) being deposited to the unit employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS-Conversion-Bank" will have no balance and cease to exist.
- iii. If the unit employee does not have five hundred (500) sick leave hours at the time of the creation of the Sick-Leave-to RHS Conversion Bank, the City shall use available vacation hours to equal a total of five hundred (500) hours (or the total number of hours of vacation available if the combined sum of sick and vacation hours is less than five hundred [500]) for the conversion to the RHS plan.
- iv. The following examples serve to clarify the method by which sick/vacation leave shall be converted:
- v. If a unit employee has five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the Sick-Leave-to RHS Conversion Bank shall be fully populated, then one hundred sixty seven (167) hours will get converted at that time, one hundred sixty seven (167) hours will get converted twelve (12) months later, and then one hundred sixty seven (166) hours will get converted another twelve (12) months after that.

- vi. If a unit employee has less than five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the balance will be made up using vacation leave (with sick leave used first until exhausted). As such, if a unit employee has three hundred (300) hours of sick leave at the time of RHS implementation, then two hundred (200) hours of vacation leave will also be used to fully populate the Sick-Leave-to-RHS Conversion Bank. The breakdown in this example would be as follows: one hundred sixty seven (167) hours of sick leave will get converted at the time of RHS implementation, one hundred thirty three (133) hours of sick leave PLUS thirty four (34) hours of vacation will get converted twelve (12) months later, and then one hundred sixty seven (166) hours of vacation will get converted another twelve (12) months after that. At no time will unearned or yet-to-be earned sick leave be used. The intent of the parties is to use the 'snapshot' of the unit employee's sick leave and vacation leave balances at the time of RHS implementation.
- 2) **Sick Leave Hardship Transfer Clause:** Should a unit employee exhaust their leave banks and need to use the leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank or vacation leave bank as applicable for purposes of time off; such a request by the employee shall be granted. The unit employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
 - 3) **Termination Prior to Complete Conversion:** Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
 - 4) **Monthly allotment/stipend for medical premiums:**
 - a. All unit employees in Tier 1 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend of nine hundred dollars (\$900) per month payable beginning the first month after retirement from the City.
 - b. Effective October 1, 2017, all unit employees in Tier 1 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend increasing from nine hundred dollars (\$900) to eleven hundred dollars (\$1,100) per month payable beginning the first month after retirement from the City.
 - c. The allotment/stipend is not paid to the employee, but rather it shall be paid directly to the City's medical benefit provider. The unit employee shall be responsible for any difference in the medical premium.
 - i. Eligible unit employees will have the option to make an irrevocable "Conversion" election at their retirement whereby the employee can elect to have forty percent (40%) of the value of this allotment/stipend as a one-time, lump sum deposited into his or her RHS Plan in lieu of the fifteen (15) year stipend-based annuity payments.

- ii. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
 - iii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 6 a. 1) above for the given years of fulltime service to the City at the time of MOU ratification (June 17, 2014). As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
 - iv. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.
 - v. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.
- b. **Tier 2 Unit Employees include 1) unit employees within more than five (5) years but less than ten (10) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of the MOU (June 17, 2014) and a minimum of fourteen (14) years of fulltime service as of the adoption of the MOU, or 2) employees with twenty (20) years of fulltime service to the City that do not qualify for Tier 1 above.**

1) Sick-Leave-to-RHS Conversion Bank:

- i. All unit employees shall be permitted to convert up to five hundred (500) hours of accrued sick leave hours at seventy five (75%) of the employee's base hourly rate of pay as of the implementation of the Salary Ordinance to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
- ii. One-third ($\frac{1}{3}$) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015 and August 1, 2016, respectively to account for the successive salary increases. Following the final one-third ($\frac{1}{3}$) being deposited to the unit employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS Conversion-Bank" will have no balance and cease to exist.
- iii. If the unit employee does not have five hundred (500) sick leave hours at the time of the creation of the Sick-Leave-to RHS Conversion Bank, the City shall use available vacation hours to equal a total of five hundred (500) hours (or the total number of hours of vacation available if the combined sum of sick and vacation hours is less than five hundred [500]) for the conversion to the RHS plan.

- iv. The following examples serve to clarify the method by which sick/vacation leave shall be converted:
 - v. If a unit employee has five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the Sick-Leave-to RHS Conversion Bank shall be fully populated, then one hundred sixty seven (167) hours will get converted at that time, one hundred sixty seven (167) hours will get converted twelve (12) months later, and then one hundred sixty seven (166) hours will get converted another twelve (12) months after that.
 - vi. If a unit employee has less than five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the balance will be made up using vacation leave (with sick leave used first until exhausted). As such, if a unit employee has three hundred (300) hours of sick leave at the time of RHS implementation, then two hundred (200) hours of vacation leave will also be used to fully populate the Sick-Leave-to-RHS Conversion Bank. The breakdown in this example would be as follows: one hundred sixty seven (167) hours of sick leave will get converted at the time of RHS implementation, one hundred thirty three (133) hours of sick leave PLUS thirty four (34) hours of vacation will get converted twelve (12) months later, and then one hundred sixty seven (166) hours of vacation will get converted another twelve (12) months after that. At no time will unearned or yet-to-be earned sick leave be used. The intent of the parties is to use the 'snapshot' of the unit employee's sick leave and vacation leave balances at the time of RHS implementation.
- 2) **Sick Leave Hardship Transfer Clause:** Should a unit employee exhaust their leave banks and need to use the leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank or vacation leave bank as applicable for purposes of time off; such a request by the employee shall be granted. The unit employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
- 3) **Termination Prior to Complete Conversion:** Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
- 4) **Monthly allotment/stipend for medical premiums**
- a. All unit employees in Tier 2 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend of five hundred dollars (\$500) per month payable beginning the first month after retirement from the City.
 - b. Effective October 1, 2017, all unit employees in Tier 2 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend increasing from five hundred dollars (\$500) to six hundred dollars (\$600) per month payable beginning the first month after retirement from the City.
 - c. The allotment/stipend is not paid to the employee, but rather shall be paid directly to

the City's medical benefit provider. The unit employee shall be responsible for any difference in the medical premium.

- i. Eligible unit employees will have the option to make an irrevocable "Conversion" election at their retirement whereby the unit employee can elect to have forty percent (40%) of the value of this allotment/stipend as a one-time, lump sum deposited into his or her RHS Plan in lieu of the fifteen (15) year stipend-based annuity payments.
- ii. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
- iii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 6 b. above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
- iv. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.
- v. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.

5)

- a. **All unit employees in Tier 2 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The unit employee contribution shall begin the first pay period after the RHS Plan has been implemented.
- b. Effective upon the adoption of the Salary Ordinance for employees in Tier 2, the RHS matching contribution by every unit employee shall increase from two percent (2%) matching to three percent (3%) matching.

6)

- a. **For all unit employees in Tier 2, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the unit employee contribution defined in the preceding item.

- b. Effective upon the adoption of the Salary Ordinance for employees in Tier 2, the RHS matching contribution by the City shall increase from two percent (2%) matching to three percent (3%) matching.
- c. **Tier 3 are unit employees with more than ten (10) years but less than twenty (20) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of the MOU on (June 17, 2014) and 1) with a minimum of ten (10) years of fulltime service as of the adoption of the MOU on June 17, 2014 or 2) who have laterally transferred to IPD and have a minimum of fifteen (15) years of law enforcement service.**
 - 1) **Lump sum "seed" contribution to RHS (Spread over four [4] Years):** There shall be a twenty percent (20%) lump sum contribution made to each unit employee that is part of Tier 3. The lump sum "seed" contribution shall be determined by multiplying five percent (5%) times the unit employee's current base hourly rate as of July 18, 2014, and each subsequent July 18th in 2015, 2016, and 2017. The "seed" money will be deposited tax-free into the unit employee's respective RHS Plan.
 - 2) **Effective October 1, 2017, all unit employees in Tier 3 shall be eligible for Retiree Health Benefit Plan** stipend of one hundred dollars (\$100) per month payable at the beginning of the first month after retirement from the City and shall cease upon reaching the age of sixty-five (65).
 - i. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
 - ii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 6 c. above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
 - iii. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.
 - iv. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.
 - 3)
 - a. **All unit employees in Tier 3 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The unit employee contribution shall

begin the first pay period after the RHS Plan has been implemented.

- b. Effective upon the adoption of the Salary Ordinance for employees in Tier 3, the RHS matching contribution by every unit employee shall increase from two percent (2%) matching to three percent (3%) matching.

4)

- a. **For all unit employees in Tier 3, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the employee contribution defined in the preceding item.

- b. Effective upon the adoption of the Salary Ordinance for employees in Tier 3, the RHS matching contribution by the City shall increase from two percent (2%) matching to three percent (3%) matching.

- 5) **For all unit employees in Tier 3, effective October 1, 2020, the City shall make a one-time lump sum contribution of ten percent (10%) of their base salary deposited in their RHS account.**

d. Tier 4 are unit employees with less than ten (10) years of service as of April 1, 2014.

- 1) Lump sum "seed" contribution to RHS (spread over four [4] Years): There shall be a five percent (5%) lump sum contribution made to each unit employee that is part of Tier 4. The lump sum "seed" contribution shall be determined by multiplying one-and-one-quarter percent (1¼%) times the unit employee's current base hourly rate as of July 18, 2014, and each subsequent July 18th in 2015, 2016, and 2017. The "seed" money will be deposited tax-free into the employee's respective RHS Plan.
- 2) Effective October 1, 2017, all unit employees in Tier 4 shall be eligible for Retiree Health Benefit Plan stipend of one hundred dollars (\$100) per month payable at the beginning of the first month after retirement from the City and shall cease upon reaching the age of sixty-five (65).
 - i. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
 - ii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 6 d. above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.

- iii. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.
- iv. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.

3)

- a. **All unit employees in Tier 4 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The unit employee contribution shall begin the first pay period after the RHS Plan has been implemented.
- b. Effective upon the adoption of the Salary Ordinance for employees in Tier 4, the RHS matching contribution by every unit employee shall increase from two percent (2%) matching to three percent (3%) matching.

4)

- a. **For all unit employees in Tier 4, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The unit employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the unit employee contribution defined in the preceding item.
- b. Effective upon the adoption of the Salary Ordinance for employees in Tier 4, the RHS matching contribution by the City shall increase from two percent (2%) matching to three percent (3%) matching.

e. Tier 5 are unit employees hired after April 1, 2014.

- 1) Effective October 1, 2017, all unit employees in Tier 5 shall be eligible for Retiree Health Benefit Plan stipend of one hundred dollars (\$100) per month payable at the beginning of the first month after retirement from the City and shall cease upon reaching the age of sixty-five (65).
- i. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
- ii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 5 b. 1) above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.

- iii. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.
- iv. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.

1)

- a. **All unit employees in Tier 5 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The unit employee contribution shall begin the first pay period after the RHS Plan has been implemented.
- a. Effective upon the adoption of the Salary Ordinance for employees in Tier 5, the RHS matching contribution by every unit employee shall increase from two percent (2%) matching to three percent (3%) matching.

2)

- a. **All unit employees in Tier 5, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan.** This contribution will be made in each of the twenty-six [26] pay periods per year. The unit employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the unit employee contribution defined in the preceding item.
- b. Effective upon the adoption of the Salary Ordinance for employees in Tier 5, the RHS matching contribution by the City shall increase from two percent (2%) matching to three percent (3%) matching.

- f. **Unit employees transferring/promoting to IPMA.** Should a unit employee promote to a position represented by IPMA, said unit employee shall maintain the same RHS Plan benefits as set forth in the IPOA MOU unless the said benefits in the IPMA MOU applicable to the respective tier the IPOA unit employee transfers into at the time of the promotion are greater than those contained within the IPOA MOU.

M. Safety Equipment

- 1. **Police officers shall be furnished all required safety equipment. Safety equipment includes the following:**
 - a. Baton and Baton Ring
 - b. Cartridge case with speedy loaders
 - c. Firearm and Holster
 - d. Handcuffs and case
 - e. Key holder
 - f. Raincoat and boots
 - g. Sam Brown belt and keepers
 - h. Whistle

- i. Bullet-proof vest
 - j. Seal beam rechargeable flashlight
2. **Police officers who are assigned to motor duty shall be furnished safety equipment as follows:**
- a. Riding Boots
 - b. Riding Breeches (2)
 - c. Leather Jacket
 - d. Helmet
 - e. Riding Gloves
 - f. Eye Protection
3. **Police officers who are assigned to canine duty shall be furnished safety equipment as follows:**
- a. Chain Clip Collar
 - b. Leather Work Collar
 - c. Force Collar
 - d. Six Foot Leather Lead
 - e. Leather Traffic Lead
 - f. Leather Muzzle
 - g. Training Attack Sleeve
 - h. Long Line
 - i. Tracking Harness
4. The City shall replace or repair all safety equipment required by law on an as-needed basis.
5. All safety equipment provided by the City will be returned to the City prior to the employee's departure from City service.

N. Replacing or Repairing Property of Employees

The City shall provide for the payment of the costs of replacing or repairing property or prostheses of an employee such as eye glasses, hearing aids, dentures, watches or articles of clothing necessarily worn or carried by the unit employee when any such items are lost or damaged in the line of duty without fault or neglect of unit employee. If the items are damaged beyond repair, the actual value of such items may be paid. The value of such items shall be determined as of the time of the loss thereof or damages thereto as set forth below.

1. Reimbursement of Damaged Uniforms and/or Equipment

a. Reimbursement Groups

For the purpose of reimbursement by the City, uniforms and equipment of Department personnel have been separated into two groups. Group One includes those items that have two (2) years expected serviceability; Group Two includes those items that have five (5) years expected serviceability. These groups are listed as follows:

Group One	Group Two
Shirt	Boots
Trousers	Jacket
Hat	Eyeglasses
Civilian Clothing	Dentures
Shoes	Leather Equipment
	Watch (maximum \$100)
	Hearing Aides

b. Reimbursement Schedule

Reimbursement of items damaged within time noted (from date of original purchase) shall be as follows:

Group One	
Age In Service Life	Reimbursement
0 to less than 12 months	75% of present list price
12 to less than 24 months	65% of present list price
24 to less than 36 months	50% of present list price
36 months and over	No reimbursement

Group Two	
Age In Service Life	Reimbursement
0 to less than 18 months	75% of present list price
18 to less than 36 months	65% of present list price
36 to less than 48 months	55% of present list price
48 months and over	50% of present list price

c. Average List Price

The present list price for the purpose of this agreement shall be the average list price of three police uniform dealers in Los Angeles County selected by the City. The City shall compile the average list price in January of each calendar year.

2. Minimum Reimbursement

The minimum reimbursement payable by the City of Inglewood for any item damaged in the line of duty shall be two dollars and fifty cents (\$2.50). Any damaged item, the reimbursement of which averages out to less than that amount, shall not be payable by the City of Inglewood.

3. Request Procedure

Unit employees requesting reimbursement for an item damaged in the line of duty shall complete a memo detailing the item(s) damaged by type, model or model number, date of purchase, present list price of the item(s), and a brief synopsis of how the damage occurred. This memo shall be forwarded to the unit employee's immediate supervisor.

4. Supervisor's Responsibility

The unit employee supervisor shall make recommendations regarding the incident and forward the report to the division commander attaching to same any related official police reports. The division

commander shall forward the request to the Police Chief for submission to the Finance Director for processing and payment of claim.

O. Library Privilege

Employees who are non-residents of Inglewood may use the City's Library without charge.

P. Legal Defense

The City Attorney or his/her designee will provide an orientation session to advise police officers of the laws covering the officers' rights to legal defense in civil and criminal cases arising out of the employment activities of the police officer.

Q. Use of Rogers Park

Use of Rogers Park Physical Fitness Facilities. Unit employees shall be allowed to use the physical fitness facilities at Rogers Park between the hours of 11:00 p.m. and 4:30 a.m., Monday through Friday.

R. Lounge

1. The City will provide a furnished unit employee lounge in the Civil Defense Kitchen for use by members of the bargaining unit.
2. If Civil Defense requires the location, the lounge can be moved to a mutually agreed upon location within the Civic Center Complex.

S. Parking

1. The City will provide free parking to all unit employees within Parking Structure One. Said parking shall be on the lowest level of Parking Structure One and shall be subject to the continued availability of vacant parking spaces.
2. In the event the number of available vacant parking spaces is reduced as the result of leasing requirements in newly constructed office buildings, the City will provide IPOA thirty (30) calendar days advance notice in order to vacate those parking spaces in Parking Structure One and shall be given substitute parking in the area of the Police Building.

T. Long-Term Disability Plan

1. The City agrees to contribute up to fifteen dollars (\$15) per month towards premiums payable by unit employees for an LTD plan contracted for by the IPOA.
2. The IPOA shall notify the City on a monthly basis of those unit employees participating in or withdrawing from the IPOA LTD plan, and the total premium payable by each employee.

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ARTICLE FIVE—LEAVES

SECTION I – VACATION

A. Accumulation Policy

1. Vacation leave is accumulated yearly by unit employees and is computed on the basis of the unit employee's hire date as a full time employee, and is payable upon termination at the unit employee's base hourly rate (exclusive of retention incentive, deferred compensation, or any other bonus or assignment differential).

B. Vacation Cash Out Option

1. Effective upon the implementation date of this MOU, employees wishing to cash out vacation leave hours may do so only in accordance with the following rules and requirements and per the guideline set forth by the Internal Revenue Service per Section 451 (a) of the Internal Revenue Code and Section 1.451-1(a) of the Income tax Regulations and Time Limitations.
 - a. Employee must have a current balance of at least two hundred forty (240) hours before the employee can submit a cash out request.
 - b. Cash out request must be made in writing using the form provided by the Human Resources Department and just be received by Human Resources no later than November 30.
 - c. All cash out request, except upon termination of employment, will apply only to vacation hours that will be earned in the calendar year following the year of the request and may not be made with respect to already accrued vacation hours.
 - d. Vacation cash outs will be paid out using base salary in the year of the cash out for up to a maximum of one hundred (100) hours in each calendar year. The cash out payment will be made the pay period after the requested number of hours has been accrued. Until the elected number of cash out hours have been accrued and cashed out, any vacation taken by the employee will reduce vacation hours accrued in prior years.
 - e. Vacation cash out elections are irrevocable.
 - f. This policy does not allow for any emergency cash outs.

C. Vacation Time on a Holiday

If a legal City holiday occurs while a unit employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the employee is entitled.

D. Vacation Accrual Schedule

The vacation accumulation schedule is as follows:

Years of Service	Vacation Days Earned	Vacation Hours Earned	Hourly Accrual Rate Per Pay Period
1	10	80	3.077
2	12	96	3.692
3	14	112	4.308
4	16	128	4.923
5	16	128	4.923
6	16	128	4.923
7	16	128	4.923
8	16	128	4.923
9	18	144	5.538
10	18	144	5.538
11	18	144	5.538
12	18	144	5.538
13	18	144	5.538
14	18	144	5.538
15	20	160	6.154
16	20	160	6.154
17	22	176	6.769
18	22	176	6.769
19	22	176	6.769

E. Scheduling of Vacations

Scheduling of vacations will be determined on the basis of seniority as set forth in Article Six, Section V, Subsection A.

SECTION II – SICK LEAVE ACCRUAL AND USE

A. Accrual and Use

1. Unit employees accrue sick leave at the rate of 3.692 hours per pay period.
2. Accrued sick leave will be used only in case of sickness or disability of the unit employee or for family sick leave. Abuse or misuse of sick leave shall be grounds for disciplinary action.
3. A unit employee who is incapacitated due to serious illness or injury while on vacation leave shall have such time charged against their accrued sick leave time when they promptly notify their supervisor and substantiate such requests upon return to work from sick leave.
4. To utilize sick leave while absent on sick leave, the unit employee shall notify his/her immediate supervisor in the manner provided in departmental rules and regulations.
5. A unit employee may be required to furnish proof of sickness as required by Civil Service or departmental rules and regulations.

6. Upon return from sick leave, a unit employee may be required by the department head to report for examination by the City medical examiner to determine fitness for duty per Civil Service Rules and Government Code Section 1031(F).
7. At retirement, death, or termination after ten (10) years of service, fifty percent (50%) of the unit employees' accumulated sick leave will be paid out, if any, to the unit employee, or his/her heir.

B. Family Sick Leave – Sick Leave Use

1. In case of serious illness of a member of the immediate family, the unit employee, upon proper notice, may take up to three (3) consecutive workdays of their accrued sick leave time.
2. Immediate family for the purpose of this section shall be defined as that group of individuals including the unit employee's father and mother, spouse's/ registered domestic partner's father and mother, spouse's/ registered domestic partner's step-parents, step-mother, step-father, foster parents, sister(s), brother(s), spouse/registered domestic partner or his/her child(ren), step-child(ren), foster child(ren), grandparents, spouse's/registered domestic partner's grandparents, grand-child(ren), step-grandchild(ren), and all degree of relatives not listed but living within the household of the employee.

C. Annual Cash Out of Sick Leave

1. Once annually during the fiscal year, a unit employee shall be granted the option of cashing out the declared accumulated sick leave at their base salary for the next calendar year according to the following schedule:
 - a. Effective upon the implementation date of this MOU, employees wishing to cash out accrued sick hours may only do so in accordance with the following rules and requirements and per the guidelines set forth by the Internal Revenue Service per Section 451(a) of the Internal Revenue Code and Section 1.451-1(a) of the Income Tax Regulations and Time Limitations.
 - b. The employee must have a current balance of at least two hundred forty (240) sick hours before the employee can submit a cash out request.
 - c. Cash out requests must be made in writing using the form provided by the Human Resources Department and must be received by Human Resources no later than November 30.
 - d. All cash out request, except upon termination of employment, will apply only to sick hours that will be earned in the calendar year following the year of the request and may not be made with respect to already accrued sick hours.
 - e. Sick cash outs will be paid out using base salary in the year of the cash out for up to a maximum of one hundred (100) hours in each calendar year. The cash out payment will be made the pay period after the requested number of hours has been accrued. Until the elected number of cash out hours have been accrued and cashed out, any sick taken by the employee will reduce sick hours accrued in prior years.

- f. Sick cash out elections are irrevocable.
- g. This policy does not allow for any emergency cash outs.

% Value	Sick Leave Hours in Excess	Years of Service
20% of the sick leave value	In excess of 240 sick leave hours	5 years
25% of the sick leave value	In excess of 240 sick leave hours	6 years
30% of the sick leave value	In excess of 240 sick leave hours	7 years
35% of the sick leave value	In excess of 240 sick leave hours	8 years
40% of the sick leave value	In excess of 240 sick leave hours	9 years or more

SECTION III – CATASTROPHIC TRANSFER OF ACCRUED LEAVE HOURS

A. Policy

Unit employees (donors) will be permitted to transfer accumulated vacation, sick, or compensatory time only, to one (1) or more sworn employee's (recipient) sick leave, vacation, or compensatory time account subject to the following conditions:

1. The recipient or his/her spouse, children or stepchildren have sustained a life threatening or debilitating illness, injury, or condition.
2. The recipient has exhausted all accumulated leave.
3. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
4. The recipient shall continue to accrue vacation and sick leave time as currently prescribed in this MOU.

B. Limitations

1. The total leave credits (vacation, sick leave, or compensation time) received by the recipient shall not exceed seven hundred and fifty (750) hours. If the recipient exhausts all of the donated leave credits due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
2. The recipients of family care leave will be allowed to use all hours received, within the limits of his/her policy, notwithstanding any limits established for family medical leave set forth elsewhere in this MOU.
3. Any donated hours remaining in the recipient's accrued leave account at the time of retirement shall be subject to the provisions of the retiree health insurance conversion as set forth within this MOU.

4. A donor offering the transfer must maintain a minimum accrued sick leave balance of forty (40) hours after any transfer.
5. Any unused vacation, sick, or compensatory time, under the name of the recipient, shall be subject to cash payment at the time of retirement or separation from the Inglewood Police Department as prescribed in this MOU.
6. A form exercising this elected donation shall be completed prior to the transfer.
7. The names of all donors shall remain confidential.

SECTION IV – BEREAVEMENT LEAVE

A. Policy

1. All unit employees may have up to three (3) consecutive work days of bereavement leave with pay when a death occurs in their immediate family.
2. Immediate family shall be defined as that group of individuals including the employee's mother and father, spouse's/registered domestic partner's father and mother, spouse's/registered domestic partner's step-parents, step-mother, step-father, foster father, sister(s), brother(s), spouse/registered domestic partner, child(ren), step-child(ren), foster child(ren), grandparents, spouse's/registered domestic partner's grandparents, grandchild(ren), step-grandchild(ren), and all degree of relatives not listed, but living within the household of the unit employee.
3.
 - a. Two (2) working days of sick leave time can be used for travel time per bereavement occurrence within the state and upon proper notice, no more than five (5) consecutive working days may be taken as sick leave when death in immediate family occurs out of state.
 - b. Not more than five (5) working days may be used for bereavement travel in any one (1) fiscal year.
4. The City may request proof of the relationship.

SECTION V – MATERNITY LEAVE

A. Policy

1. Pregnant unit employees may work as long as they are able to perform the duties assigned to their position. The unit employee will be required to submit a report from her personal physician stating:
 - a. How long she may continue to perform her assigned duties without risk of injury to herself or the unborn child.
 - b. When she may return to work after the termination of her pregnancy.

2. The City will grant a six (6) months maternity leave of absence during which time the City will continue to pay its portion of medical, health, dental, and life insurance premiums per this MOU.
3. The unit employee has the option to use her accumulated sick leave time before or after her maternity leave of absence.

SECTION VI – PERSONAL LEAVE

A. Policy

1. No personal leave shall be converted to cash.
2. Eligibility to accrue and/or utilize the personal leave described herein is contingent upon the unit employee being employed by the City on the date that the leave is accrued and/or utilized.
3. Utilization of this personal leave shall be subject to all use and approval rules, regulations and restrictions, which apply to use of holiday time.

B. Personal Leave Hours

1. Compensated time off by use of personal leave shall be in the number of hours equal to the employee's scheduled daily hours of work on the date that the personal leave is used.
2.
 - a. Subject to the provisions described above, one (1) personal leave day shall be credited to each unit employee's account, effective January 1st of each calendar year.
 - b. In addition, in recognition of the implementation of the 3/12 work schedule for patrol (see Article Six), effective with the 2005 calendar year, unit employees who are not assigned to the 3/12 work schedule will receive one (1) additional day of personal leave (for a total of two (2) days) each calendar year.
3. The personal leave day credited shall be available for use only up to and including December 31st of each year. If not used, it shall be lost without payment of any compensation.
4. Payroll shall credit this personal leave in an account separate and distinct from "holiday leave" and the employee's payroll check shall show this separate accounting.

SECTION VII – FAMILY AND MEDICAL CARE LEAVE POLICY

A. State and Federal Law

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible unit employees as required by State and Federal law.

B. Policy

The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations, which are not specifically set forth below, are set forth in the Department of

Labor regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA") and the regulations of the California Family Rights Act ("CFRA") (Government Code § 12945.2).

C. Use of the Term Leave

Unless otherwise provided by this article, "Leave" under this article shall mean leave pursuant to the FMLA and CFRA.

D. Eligibility

1. An unit employee is eligible for leave if he/she has been employed for at least twelve (12) months and has worked at least one thousand, two hundred and fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.
2. Eligible unit employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date an employee's leave first begins. A unit employee's entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.
3. If a unit employee requests family and medical care leave for any reason permitted under the law, he/she must first exhaust all accrued leaves (including vacation and comp time except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave. If an employee requests leave for his/her own serious health condition, in addition to exhausting other accrued leaves, the unit employee shall also concurrently exhaust sick leave.

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ARTICLE SIX—WORKING CONDITIONS

SECTION I – ACTING APPOINTMENT COMPENSATION

A. Definition

1. An acting status unit employee is a probationary or permanent status City employee who is appointed, in writing by Police Management, to perform the responsibilities of a vacated or newly created fulltime position of a higher level than that currently held by the unit employee.
2. A vacated position shall mean one from which the incumbent employee has been given extended leave of one (1) pay period or more, or has terminated.

B. Policies and Procedures

1. The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designate.
2. Acting appointments may be made to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as the incumbent has returned to duty.
3. Acting appointments may not be extended for a period greater than ninety (90) days without special approval of the City Manager (Administrative Officer).
4. Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the City Council.
5. Upon assignment of acting duty status a unit employee will begin to earn a salary which is equal to Step A of the salary assigned to the acting position, but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the unit employee's permanent position.
6. While working in an acting capacity, unit employees will continue to accrue and have recorded general, special, or normal salary step increases in the unit employee's permanent position; however, such salary increases will be paid only to maintain a minimum five (5) range points (e.g., ten [10] half-points) differential above the salary to which a unit employee is entitled in his/her permanent position.
7. Unit employees who are appointed to a higher-level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a salary which is at least ten (10) range points (e.g., twenty [20] half-points) more than the salary to which they are entitled in their permanent position.
8. The parties agree that to the extent permitted by law, the compensation for Temporary Upgrade Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(3) Premium Pay.

SECTION II - ELIGIBILITY FOR LATERAL TRANSFERS

A. Eligibility

Only Police Officers who have completed two (2) consecutive years of sworn service with the Inglewood Police Department will be eligible to participate in the lateral transfer examination process.

B. Changes in Qualifications

1. To the extent possible, and absent any emergency conditions, changes in qualifications needed to compete in promotional selection processes shall be transmitted in a reasonable amount of time to allow persons to prepare themselves to meet any additional or expanded examination eligibility qualifications.
2. The best interest of the majority of involved employees and of the department will be a deciding factor in all cases.

SECTION III - REVIEW OF PROBATIONARY PERIOD

The Police Chief shall obtain the input of patrol training officers and patrol supervisors under whom a probationary police officer has served for the purpose of making periodic documentation regarding the permanent employee status of said probationary officer.

SECTION IV – DETECTIVE BUREAU DESIGNATED ROTATIONAL POSITIONS

The purpose of the Detective Bureau Designated Rotational Positions policy is to provide career development opportunities for police officers who may wish to work in the detective bureau.

A. Policy

1. Detective positions who are assigned on a rotational basis do not count in the overall maximum staffing levels of detective bureau positions.
2. Rotational positions are open and available to non-detective sworn police officers who have completed more than two (2) years of sworn service with the Inglewood Police Department.
3. There are two (2) designated special assignment rotational positions: one each in the burglary unit and assaults unit.
4. Rotational positions are considered to be "at will" positions with no property rights and can be removed without cause at any time during their rotational assignment.
5. The uniform shall be Class B or business attire.

B. Limitations

1. The maximum length of the rotational detective assignment shall be six (6) months per employee, unless extended another six (6) months by the Police Chief for mitigating circumstances.
2. Once the six (6) month rotational assignment has been completed the participating police officer may not apply for another detective bureau rotational assignment until at least one (1) year has elapsed unless no other police officer has submitted a written notice of interest in a rotational position during that time frame.
3. Police officers assigned to the detective bureau rotational assignment cannot move from the burglary unit to the assault unit (back-to-back) without a one (1) year break unless no other police officer has submitted a written notice of interest in a rotational position during that time frame.
4. Both of the rotational positions in the burglary and assault units cannot be occupied for longer than one (1) year unless the burglary and assault units are fully staffed.

C. Selection Process

1. Interested police officers must submit a written request to the Police Chief or his/her management designee stating their interest in serving in a rotational detective position.
2. The final selection of the rotational detective positions shall be made by the Police Chief or his/her management designee.

SECTION V – SPECIAL DUTY ASSIGNMENT GUIDELINES

A. Lateral Transfers

1. The following special duty assignments shall be designated as "lateral transfers":
 - a. Canines
 - b. Police Investigation
 - c. Gang Intelligence
 - d. Motors
 - e. Range Master
 - f. Narcotics
 - g. Vice
 - h. Academy Drill Instructor
 - i. Traffic Investigator
2. All Police Officers with two (2) consecutive years of sworn service with the Inglewood Police Department will be given the opportunity once every eighteen (18) months to apply for selection to any number of the designated special duty assignments listed in Subsection A 1 above.
3. Police Officers assigned to the Detective Bureau, may be assigned to any area within the Bureau without having to participate in a selection process, subject to the approval of the Police Chief or designee.

B. Lateral Transfer Special Duty Assignment Selection Process

The application and selection process for all of the above-listed lateral transfer special duty assignments will be as follows:

1. Résumé

All applicants will submit a personal résumé, accompanied by a (preferably) one-page statement stating why the applicant believes that he/she is qualified for the assignment. (Applications for more than one assignment require only one (1) résumé and a separate statement for each assignment.)

2. Oral Interview

The oral board will be comprised of four (4) members. Two (2) of the members will be selected by the Police Chief, who may choose to select qualified police subject matter experts from other agencies as evaluators. The other two (2) members of the oral board will be selected by the Police Chief from a list of four (4) names submitted by the Inglewood Police Officers Association (IPOA) Board of Directors within ten (10) days of a request by the Chief or his/her designee.

3. Seniority Points

- a. In addition to the scoring of the oral board, each candidate will be given .02 points for each month of current, consecutive service with the Inglewood Police Department (.24 points per year).
- b. A partial month of service of fifteen (15) calendar days or more will be credited as one (1) month. Seniority points will be given for each month or partial month up to the application closing date.

4. Tied Scores

- a. In the event of a tie for an assignment listed above, seniority based on the most recent departmental hiring date of each candidate will be used.
- b. If a tie still exists, the lowest serial number will prevail.

5. Lateral Special Assignment Transfer Selection Process

- a. The Police Chief will compile a final list of candidates for each special duty assignment based on the final point scores.
- b. The Police Chief will fill vacancies in the above special duty assignments from the final eligibility lists, and will have the discretion afforded under the "Civil Service Rule of Three."
- c. The eligibility lists will be valid for a period of twelve (12) months.
- d. Whenever an eligible list contains fewer than three (3) names, the Police Chief may cause a new list to be established.

6. Time Limits for Assignments Above

- a. There will be no maximum time limits set for Police Officers filling the assignments in Subsection A-1 above. No Police Officer may be temporarily assigned to a lateral assignment unless the current total authorized (T/O) strength is filled.
- b. Any officer temporarily assigned to a lateral position shall not serve more than twelve (12) months.

7. Assignment and Revocation

- a. Except as set forth below, all unit employees assigned to special assignments shall be subject to an initial twelve (12) month evaluation period. During the twelve (12) month evaluation period an employee will receive written quarterly reviews regarding his/her performance.
- b. During the twelve (12) month evaluation period, the assignment may be revoked at any time and for any reason without right of appeal at the discretion of the Police Chief. Once the evaluation period has been completed, revocation of the assignment shall be made in the manner set forth in Article Three, Section II.
- c. Job announcements for special assignments will provide notification to unit employees regarding this evaluation period.

C. Budget Reduction of Assignments

If there is a budget reduction in the lateral assignment units listed above, affected unit employee in special assignments shall be based on seniority in the affected unit(s).

SECTION VI - SENIORITY PRIVILEGES

Seniority, as defined in the Police Department Procedures Manual (including seniority for unit employees hired from the Lateral Hire Incentive Program as set forth in this MOU), will serve as the basis for determining vacations, shift assignments, and days off.

A. Vacations

- 1. Annual sign-up will be conducted in January of each calendar year.
- 2. The vacation list will be posted by February 15th of each calendar year.
- 3. Officers must sign up for a minimum of one (1) week time blocks.

4. After the vacation list is posted, open vacation spots may be applied for at any time during the year. The one (1) week minimum time block will not apply for open vacation spots and vacations will be granted on a first come first served basis.
5. Vacation requests will be affirmed or denied within a ten (10) calendar day period from the date of the request.

B. Shift Assignments and Days Off

1. Patrol

- a. Selection of shifts and days off will be by seniority. Seniority in patrol will be determined by serial number. This will prevail for patrol officers and Field Training Officers (FTO) collectively as a common group for each watch. A police officer with a lower serial number will have seniority over a police officer with a higher serial number regardless of his/her status as a patrol officer or FTO.
- b. The designation of FTO's and FTO watch assignments (by FTO seniority) shall be finalized prior to any patrol officer's watch selection. Days off (shifts) will then be selected in order of seniority. "Watch" means days, P.M., and grave; "shift" means working days on a given watch.
- c. Police officers acting or assigned as FTO's may only select a position on a vacant two-officer slot. The companion position on that slot will then be reserved for his/her trainee.
- d. Patrol Officers may only select a position in a vacant two-officer slot or in a vacant companion position with another patrol officer.
- e. The Police Chief or designate shall have the right to reserve the number of two-officer slots on a watch necessary to accommodate the number of FTO units designated for each watch. The designation of particular slots for FTO assignments will be done only after the selection process has begun, so as to ensure that an adequate number of two-officer slots can be maintained without interfering with the seniority process. "Slot" refers to specific duty assignments on a given shift.

2. All Other Assignments

Seniority shall be based on the most recent permanent appointment date to that assignment.

C. Holiday Requests

Unit employees will be given preference on holiday requests based on seniority if requests are received by the employees' respective section commanders, no less than ten (10) calendar days nor more than twenty (20) calendar days preceding the holiday. If the ten (10) day deadline is not met, the holiday off will be allowed on a first come first served basis. The number of unit employees allowed off on any given shift shall be determined by the Police Chief or designee on the basis of service needs.

SECTION VII - AMERICANS WITH DISABILITIES ACT (ADA)

A. Comply with ADA

The City shall take all actions necessary to comply with the ADA.

B. Impact of ADA

The City will agree to meet and confer with IPOA respecting the impact upon the wages, hours and terms and conditions of employment pertaining to the ADA. Nothing shall prevent the City from implementing required ADA changes as required by law.

SECTION VIII - EMPLOYMENT OF RELATIVES

A. Policy

In order to minimize problems relating to supervision, morale, safety and security, it is necessary to regulate the employment of relatives by the City. Therefore, applicants will not be hired and employees will not be placed into positions if the result would be that:

1. One (1) person would be supervised by or be in the chain of command of a relative;
2. One (1) person would participate in making, or advising on, employment decisions concerning a relative;
3. One (1) person would be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives.

B. Employees Working Prior to Effective Date of Policy

Employees who are working for the City prior to the effective date of this Policy under circumstances, which would violate the provisions of, paragraph A. 1, 2, and 3 above, will not have their employment circumstances modified unless there is a clear showing of a problem of supervision, morale, safety, or security. Should one of these employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in circumstances that would create a violation of paragraph A. 1, 2, and 3 of this Policy.

C. Employees Who Become Relatives

Employees of the City who become relatives after the effective date of this policy and work in circumstances, which violate the provisions of paragraph A. 1, 2, and 3, above will be subject to this Policy. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security, or morale.

D. Affected Employees

If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, an employee may be permitted to remain in

his/her current position. In applying this paragraph, the City will choose which of the employees will be affected, with primary consideration given to the operational needs of the City, including interests of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the employees affected. Provided however, if two employees become related through a spousal or spousal-type relationship, the employee whose action creates the relationship will be the one affected.

E. Definition of Relatives

For purposes of this policy "relatives" includes: spouse; a spousal type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.

F. Responsibility of Employees

Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council member.

SECTION IX – REDUCTION IN FORCE BY LAYOFFS

A. Layoff Procedure

The City Council and the City Manager (Administrative Officer) may separate any class or position without cause because of financial need, reduction of work, or abandonment of activities after giving thirty (30) days advance notice and the reasons therefore to such affected employee(s). However, no permanent fulltime employee shall be laid off or separated from any department while there are emergency, seasonal, part-time, permanent part-time, temporary employees or probationary employees serving in the same class of positions in the department.

1. Order of Separation

Employees within a classification shall be laid off in inverse order of their seniority within such class. Seniority within class for the purpose of layoffs is defined as the length of the employee's fulltime cumulative service time within the rank or class targeted for layoff within the unit, plus any time in a higher rank or class. Ties in seniority within the class shall be broken based upon the order in which employees were selected for fulltime employment or promotion by the department head.

2. Bumping Rights

An employee who is subject to layoff may exercise his/her right to bump into a lower rank or class within the same department provided that the employee has previously held permanent fulltime employment within such lower rank or class and the employee has greater seniority than the employee he/she seeks to displace. For purposes of this provision only, seniority is defined as cumulative fulltime service rank within the rank or class to which the employee seeks to bump, plus any time served in a higher rank or class in that classification series. Ties in seniority shall be broken in the following order: (1) cumulative fulltime service with the employees current department; (2) for sworn law enforcement employees, total fulltime service as a sworn law enforcement officer with a POST certified agency; (3) total cumulative fulltime service with the City of Inglewood.

3. Offer of Reassignment

The City Manager (Administrative Officer) may approve the appointment of an employee who is laid off to an existing budgeted vacant position in a lower classification or equal classification for which the employee meets the minimum qualifications of the classification and for which the employee can perform the essential functions of the position. If the appointed employee has not previously served in the classification, the employee will have to serve a probationary period, provided the appointing authority agrees to appoint affected employee to said position.

4. Re-employment Lists

Permanent employees shall be placed on a re-employment list according to seniority within such class for a period of two (2) years following such employee's separation from employment. The most senior employee in the class on such re-employment list shall be the first one offered re-employment. No candidate for employment on an employment eligibility list shall be offered employment in a classification for which there is an existing re-employment list. Any employee on a re-employment list shall be removed from such list if the employee is offered employment by the City and rejects such offer.

B. Job Elimination

Any police employee covered by this agreement with less than ten (10) years of service and satisfactory or above performance ratings whose job is eliminated and employment terminated shall receive base compensation for one pay period and thirty three percent (33%) of unused sick leave as severance pay, and a thirty (30) days' notice.

SECTION X – REINSTATEMENT**A. Employee Reinstatement within Six (6) Months**

A unit employee who has resigned may be eligible for reinstatement to his/her former position as a police officer without reexamination provided all of the following circumstances have been met:

1. There is a vacancy in the class and position for which the former employee is seeking reinstatement.

2. Not more than six (6) months has elapsed between the time the former employee's resignation became effective and the effective date his/her proposed reinstatement.
3. The former employee meets the medical requirements of the position by taking such medical examination(s) by a City-designated physician as would be required by the Human Resources Director.
4. That the former employee may restore to the City all payments in lieu of sick leave and other benefits he/she received as a result of his/her termination of employment with the City, which the City's Chief Financial Officer or his/her designee will consider due to the City because of the lapse of time between the effective dates of resignation/separation and prospective reinstatement period. The benefits that he/she repays to the City shall be restored to his/her credit. In the event that no payment is made, the reinstated employee's leave balances will begin at zero (0). In no event shall a reinstated employee make a partial payment back to the City for partial reinstatement of leave hours. Regardless of the way the former employee wishes to proceed, the election must be in writing and any payment made must be prior to reinstatement.
5. That his/her work performance and evaluations at the time of separation were at least satisfactory or higher.
6. The City Manager (Administrative Officer) approves of any reinstatement requests prior to any appointment by the appointing authority.
7. That nothing has occurred during the break in employment that will reflect adversely on the City or will impair the individual's abilities to perform his/her duties effectively.

B. Supersedes Civil Service Rule on Reinstatement

It is understood that this reinstatement provision shall supersede Civil Service Rules on Reinstatement.

ARTICLE SEVEN—WORK SCHEDULE/OVERTIME PROVISIONS

SECTION I – WORK SCHEDULES

The following are the various work schedules that unit employees shall be assigned:

A. Regular Work Day (5 days/8 hours [5/40] Work Schedule)

1. Unit employees, other than Patrol Section or special duty assignment, may work a five (5) day, eight (8) hours per day 5/40 work schedule which includes a daily paid lunch meal break of no more than thirty (30) minutes and briefing time per work day.
2. Unit employees assigned to the five (5) day, eight (8) hours per day (5/40) work schedule are made on a temporary basis like for IOD cases.
3. Unit employees who wish to return to the 5/8 work schedule may do so with the approval of Police Management.

B. Regular Work Day (4 days/10 hours Work Schedule)

Unit employees assigned to the Detective Bureau Special Enforcement Detail or other special duty assignment shall work a four (4) day, ten (10) hour work schedule, including paid meal periods and briefing time per day.

C. Regular Work Day (3 days/12.5 hours Work Schedule) – Patrol Shift

1. Assigned

Police officers assigned to Patrol Duty work a “3/12.5 work schedule” covering a twenty-eight (28) day cycle.

2. Payback Ten (10) Hours to City

It is understood that each unit employee assigned to the 3/12.5 Work Schedule shall be responsible to “payback” ten (10) hours to the City every twenty-eight 28 calendar day cycle.

D. Hybrid 4/10 and 3/12.5 Work Schedule/4/11 or Similar Work Schedule

1. Effective on or after January 1, 2018, implement a new work schedule referred to as the 4/11 work schedule – work four (40) consecutive 11 hour shifts, followed by four (4) consecutive days off; OR a hybrid schedule, which is a 4/10 work schedule, Monday through Thursday, and 3/12 work schedule on Friday, Saturday, and Sunday or similar variation of this new hybrid work schedule.
2. The City shall meet and confer with IPOA over the impact regarding the specifics of the new work schedule prior to its implementation.

E. Hours Worked

1. Work hours worked shall be considered as the time the City requires a unit employee to work.
2. Hours worked shall specifically include court time and standby time as defined in this agreement, but does not encompass the use of sick leave, vacation, or other periods of leave time which unit the employees are absent from work, travel to and from work, standby time during which unit employees are merely required to leave word where they may be reached, nor any other periods

during which unit employees are completely relieved from City duty and which are long enough to enable them to use the time effectively for their own purpose.

F. Base Rate of Pay

Unit employees' Base Rate of Pay is "simply" the assigned salary rate as set forth in the most-current City Salary Ordinance.

G. Regular Hourly Rate of Pay (See Appendix 1B for More Information)

Unit employees' regular hourly rate of pay shall be based upon the Base Rate, POST Pay, Assignment Pay, and Longevity Pay, adjusted for a forty (40) hour workweek, depending upon assignments.

SECTION II - OVERTIME PROVISION

A. Regular Overtime

1. Unit employees assigned to the 3/12.5 Work Schedule shall receive overtime pay for all hours worked in excess of 12.5 hours, seven (7) minutes per day.
2. Unit employees assigned to the 5/8 Work Schedule shall receive overtime pay for all hours worked in excess of eight (8) hours, seven (7) minutes per day.
3. Unit employees assigned to the 4/10 Work Schedule shall receive overtime pay for all hours worked in excess of ten (10) hours, seven (7) minutes per day.

B. Call Back Overtime

1. Unit employees covered by this agreement who are called back to duty after they have completed their normal work schedule and have left work or are on their day off shall receive overtime compensation for all hours worked during such assignment.
2. The unit employees shall be guaranteed a minimum of two (2) hours pay for the above category of overtime, regardless of the actual number of overtime hours worked.

C. Court Overtime

1. Unit employees covered by this agreement shall be guaranteed a minimum of two (2) hours overtime pay for court time provided that such overtime work meets the following conditions.

a. Prior to Beginning Work Shifts

- 1) If a police officer is required to be in court more than two (2) hours prior to start of his/her shift he/she shall receive a minimum of two (2) hours overtime at time and one-half of his/her base salary hourly rate.
- 2) If a police officer is required to be in court less than two hours prior to start of a shift he/she shall receive overtime at time and one-half of his/her base salary rate for total time prior to shift whether in court or not.

b. Continuation of Shift for Court Activity Begun Prior to End of Regular Work Shift

- 1) If a police officer is required to be in court prior to the completion of his/her work shift and it becomes an extension of his/her regular work shift, he/she shall receive overtime at time and one-half (1½) of his/her base salary hourly rate for the total time in court if less than one and one-half (1½) hours in court.
- 2) If a police officer is required to be in court prior to the completion of his/her work shift for more than one and one-half (1½) hours, but less than two hours, he/she shall receive two overtime hours at time and one-half of his/her base salary hourly rate.
- 3) If a police officer is required to be in court prior to the completion of his/her work shift for more than two hours, overtime shall be paid on actual overtime worked at time and one-half (1½) of his/her base salary hourly rate.

c. Court Time Commencing After Completion of Regular Work Shift

- 1) Police officers serving court overtime commencing after completion of regular work shift, necessitating a break between end of shift and start of court time, will be compensated for two (2) hour minimum overtime worked at time and one-half (1½) of his/her base salary hourly rate.
- 2) The overtime guarantees of this subsection shall not apply if the employee has been notified via phone and e-mail twenty four (24) hours prior to the court appearance notification time not to report, or the reason not to have the officer appear in court is beyond the control of the City; e.g., fire, flood, failure, or similar emergency condition.

D. Court Travel Time—Off Duty

1. Consistent with the past practice of the Department, off-duty unit employees subpoenaed to court in Los Angeles County other than Inglewood Municipal Court shall receive one (1) hour of travel time (e.g., one-half [½] hour to and one-half [½] hour from the court) at time and one-half.
2. Off-Duty employees subpoenaed to court outside of Los Angeles County shall receive actual time from police station to his/her court appearance and from court to the station as travel time at time and one-half.

E. Special Overtime

1. Regular fulltime employees covered by this agreement shall be given preference in assignment to special overtime upon reasonable notification of their availability to work such assignments within existing departmental procedures.
2. All hours worked in special overtime assignments shall be compensated accordingly.

F. Overtime Distribution

Overtime worked shall be distributed as equitably as practicable over the terms of this agreement among those employees in the same classification.

G. Overtime Pay

All overtime hours worked will be paid at one and one-half (1½) times the employee's regular hourly rate of pay or may be accrued as compensatory time.

SECTION III - COMPENSATORY TIME

A. Accrual

Compensatory time may be granted and accrued by employees covered by this agreement in lieu of overtime pay at the rate of one and one-half (1½) hours compensatory time for each overtime hour worked.

B. Maximum Accrual

1. The maximum accrual of total compensatory time may not exceed a total on record of eighty (80) hours per fiscal year. Effective October 1, 2017, the maximum accrual of compensatory time hours shall increase from eighty (80) hours to one hundred (100) hours per City fiscal year.
2. The unused compensatory time in excess of forty (40) total hours shall be paid to the employee based on his/her current base hourly rate plus longevity on the last pay period of each fiscal year except as set forth in Section III. C below.

C. Fifty (50) Overtime Hours Not Cashed Out—POTE Time Being Phased Out

It is understood that the City and IPOA had an agreement for the term of the previous MOU that each unit employee agreed to the following:

1. Each unit employee who earned at least fifty (50) hours of overtime had to convert those first earned fifty (50) hours of overtime to seventy five (75) straight time hours and would not be cashed out during each twelve (12) months of that agreement.
2. Further, all these seventy five (75) straight time hours per each twelve (12) months of the agreement were only to be taken with the approval by Police Management such that they would not create any back-up overtime employee replacement costs.
3. Unit employees were to be permitted to use this accumulated compensatory time leave within a reasonable period of time after making a request to Police Management, as long as the request did not unduly disrupt the police operations of the City.
4. Since the elimination of the furlough and the associated use of POTE time, there are several unit employees who did not utilize all of their POTE time. As such, the POTE must be phased out, and those unit employees shall be allowed to continue using the time as set forth in subsection 3 above.

D. Time Off

1. A unit employee wishing to take compensatory time off must obtain the prior approval of his/her supervisor.

2. When a supervisor requests that an employee take compensatory time off, the employee's needs must be considered and reasonable notice be given.

SECTION IV – STANDBY “ON-CALL” ASSIGNMENT

A. Definition

1. Standby “on-call” assignment is defined as the off-duty time when a unit employee is directed by authorized police management to be available on a standby “on-call” basis during a specific off-duty period of time.
2. Any unit employee assigned to standby “on-call” assignment must be able to be reached at any time during the assignment by a current designated phone number or other pre-determined means of communication approved in advance by authorized police management.

B. Compensation

Those unit employees assigned to a standby “on-call” assignment shall be compensated at the overtime rate of one-and-one-half (1½) times the unit employee’s base hourly rate of pay for the following period of time:

1. Regular Work Day is a unit employee’s regular assigned work day, and when assigned to standby assignment, they shall receive two (2) hours of overtime for standby “on call” time for each twenty-four (24) hours of their regular work day assignment.
2. Regular Day Off is a unit employee’s regular assigned day off from work, and when assigned to standby “on call” assignment, they shall receive four (4) hours of overtime for standby “on call” time for each twenty-four (24) hours on their regular day off.

C. Limitations

1. No standby “on-call” assignment time shall be granted in any twenty-four (24) hour period when a unit employee on standby assignment is called back to work and receives call back pay as follows:
 - a. When a unit employee on standby “on-call” assignment is called back to work on their regular assigned work day, they are guaranteed a minimum total of two (2) hours of overtime pay.
 - b. When a unit employee on standby “on-call” assignment is called back to work on their regular day off they are guaranteed a minimum total of four (4) hours of overtime.
2. When a unit employee on standby “on-call” assignment is called back to work, they shall be paid overtime for all call back hours worked in excess of two (2) hours on a regular work day and in excess of four (4) hours on a regular day off.
3. There shall be no pyramiding of standby and call back pay except as set forth in this Section C. Limitations.

D. Exception – Standby “On-Call and Reimbursable Overtime

1. Unit employees assigned to reimbursable overtime events (e.g. Forum, Film Detail, MTA) are permitted to continue to receive standby pay during these events because they remain on a standby assignment during the same time they are on a reimbursable overtime event.
2. If a unit employee is on a reimbursable overtime assignment and is also on a standby assignment and is called back to work, the reimbursable overtime pay shall cease and they shall receive their call back pay as set forth in Section IV, C 1-3 above.
3. After the reimbursable event is over, the affected unit employee shall continue to remain on the standby assignment.

SECTION V - TRAINING ASSIGNMENT COMPENSATION

Required job training on a unit employee's time off or on unit employee's work time shall be compensated at the unit employee's straight time base hourly rate of pay, provided that such time is not regular overtime as defined in Section II, of this Article. However, if a unit employee is mandated by the Police Chief or designee to attend training on his or her regularly scheduled day off, the unit employee shall be paid one-and-one-half (1½) times the unit employee's base hourly rate of pay for all time actually spent in the training program.

ARTICLE EIGHT—GENERAL PROVISIONS

SECTION I - WAIVER PROVISION ON BARGAINING DURING TERM OF AGREEMENT

Except as specifically provided for in this agreement or by mutual agreement in writing during the term of this Memorandum of Understanding, the parties hereto mutually agree not to seek to negotiate or bargain with respect to any matters pertaining to rates, wages, hours, and terms and conditions of employment, whether or not covered by this Memorandum of Understanding or in the negotiations leading thereto, and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties hereto during negotiations leading to this Memorandum, and any rights in that respect are hereby expressly waived during the term of this agreement.

SECTION II - EMERGENCY WAIVER PROVISION

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of the Memorandum of Understanding, which restrict the City's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the IPOA shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the Memorandum of Understanding.

SECTION III - SEVERABILITY PROVISION

Should any provision of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding shall remain in full force and effect for the duration of this Memorandum of Understanding.

SECTION IV - LAW, RULES, REGULATIONS, AND AMENDMENTS

A. Sole and Entire Memorandum of Understanding

1. It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of understanding, oral or written, express or implied, between the parties, and shall govern their entire relationship, and shall be the sole source of any and all rights or claims which may be asserted hereunder or otherwise.
2. This Memorandum of Understanding is not intended to cover any matters preempted by Federal or State law or City Charter.

B. Civil Service and Departmental Rules and Regulations

1. It is understood and agreed that there exists within the City, in written form, Civil Service and Departmental Rules and Regulations. Except as specifically modified by this Memorandum of Understanding, these rules and regulations, and any subsequent amendments thereto, shall be in full force and effect during the term of this Memorandum of Understanding.
2. Before any new or subsequent amendments to these Civil Service and/or Departmental Rules and Regulations directly affecting wages, hours, and terms and conditions of employment are implemented; the City shall meet and confer in accordance with Government Code, Section 3500 et seq., with the IPOA regarding such changes.
3. Nothing provided herein shall prevent the City from implementing such rules and regulations provided it has met and conferred with the IPOA as required by law.

SECTION V – CITY – IPOA JOINT LABOR MANAGEMENT MEETINGS (JLM)

The Human Resources Director and IPOA representatives agree to meet on a quarterly basis to address any new or ongoing workplace issues to help solve problems and increase productivity and morale. These Joint Labor Management meetings are not Meet and Confer sessions.

SECTION VI - POLICE CHIEF - IPOA MEETING

The Police Chief and Police management personnel designated by the Chief shall meet with Inglewood Police Officers Association (IPOA) Board Representatives/members upon reasonable advance notice by either IPOA or the Police Chief. The purpose of these meetings shall be to promote better understanding between the Police management and IPOA through direct communication.

SECTION VII - AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

The provisions of this MOU can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing, hereafter signed by the designated representatives of the City, IPOA, and the City Manager, unless said amendments are required to be adopted by the City Council of the City of Inglewood.

SECTION VIII - TERM OF THIS AGREEMENT

The term of this agreement shall cover the period from July 1, 2017, through June 30, 2020 (36 months).

SECTION IX - RATIFICATION AND EXECUTION

The City and IPOA acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IPOA, and entered into this _____ day of August 2017.

PARTNERS TO AGREEMENT

INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)

Loyd Waters, IPOA President

John Baca, IPOA Representative

Dan Milchovich, IPOA Representative

Jose Barragan, IPOA Representative

Kim Riley, IPOA Representative

CITY OF INGLEWOOD

Jose O. Cortes,
Human Resources Director/Chief Negotiator

John F. Hoffman,
Human Resources and Labor Relations Specialist

David L. Esparza, Assistant City Manager - CFO

Leonca Cahee, Assistant Human Resources Director

EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this _____ day of August 2017.

INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)

CITY OF INGLEWOOD, CALIFORNIA

Loyd Waters, IPOA President

Artie A. Fields, City Manager

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APPENDIX 1A – RANGE POINT – PERCENTAGE CONVERSION CHART

At the request of the California Public Employee's Retirement System (CalPERS), Appendix 1A was needed to provide additional clarification relative to the salary range table utilized by the City and distinguish it from the previously created range point-percentage conversion table.

For the purposes of determining retirement earning, the Range Point-Percentage Conversion Chart is used to establish the specific dollar amounts paid toward special compensation (special assignment pay, acting pay, POST certificate pay, longevity pay, etc.) based on range points earned. Using the example of an employee with a base salary range of 290 (\$29.164 hourly pay rate), plus eight (8) range points for special assignment pay, twelve (12) range points for longevity pay, and seven and-one-half (7.5) range points for POST certificate pay, the following depicts how separate hourly pay rates are established using the conversion chart:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points } (\$38.343 \text{ hourly pay rate})$$

$$\$29.164 \times 8.2857\% (8 \text{ range points}) = \$2.416 \text{ special assignment pay rate}$$

$$\$29.164 + \$2.416 = \$31.580 \times 12.6825\% (12 \text{ range points}) = \$4.005 \text{ longevity pay rate}$$

$$\$29.164 + \$2.416 + \$4.005 = \$35.585 \times 7.7507\% (7.5 \text{ range points}) = \$2.758 \text{ POST pay rate}$$

$$\$29.164 + \$2.416 + \$4.005 + \$2.758 = \$38.343 \text{ total hourly pay rate}$$

When the cumulative hourly pay rate of \$38.343 is located in the Inglewood Salary Range Table (Appendix 1B), it corresponds with salary range 317.5. By employing the Range Point-Percentage Conversion Chart (Appendix 1A) to retirement calculations, this further enhances the City's transparency regarding special compensation earnings.

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RANGE POINT – PERCENTAGE CONVERSION CHART

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

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APPENDIX 1B – INGLEWOOD SALARY RANGE TABLE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663

APPENDIX 1B

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730

APPENDIX 1B

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574

APPENDIX 1B

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

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APPENDIX 1C—GRANDFATHERED EMPLOYEES

The following IPOA unit employees retain the retiree medical benefit as outlined in Article Four—Fringe Benefits, Section II. Benefits, L. Alternative Retiree Medical Plan – Effective April 1, 2014.

The three (3) grandfathered unit employees who are eligible for this benefit are listed below by serial/badge number and employee ID number.

Employee Serial/Badge Number	Employee ID Number
604	992000
605	353650
615	950450

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APPENDIX 1D – PREVIOUS SALARY INCREASES WITH CORRESPONDING PRETAX CALPERS CONTRIBUTIONS

Salary Increases with Corresponding Pre-Tax CalPERS Contributions

1. Effective on or about July 18, 2014, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix 1B for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to five percent (5%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	287.5	\$ 4,930.92	307.5	\$ 6,016.66
516	Police Investigator	295.5	\$ 5,339.48	315.5	\$ 6,515.18

2. Effective on or about July 18, 2015, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by five and one-half (5½) range points (e.g., eleven [11] half-points) on the salary range scale. See Appendix 1B for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to one percent (1%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	293.0	\$ 5,208.18	313.0	\$ 6,354.97
516	Police Investigator	301.0	\$ 5,639.71	321.0	\$ 6,881.52

3. Effective on or about July 18, 2016, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay one percent (1%) of the CalPERS employee rate, which represents the full (e.g., 100%) employee CalPERS contribution of nine percent (9%), and three (3) points of the employer's CalPERS rate, bringing the total employee CalPERS payment by unit employees to twelve percent (12%), and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix 1B for a complete list of all ranges and corresponding pay rates. This provision shall eliminated any Employer Paid Member Contribution (EPMC) premiums paid by the City.

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	297.0	\$ 5,419.65	317.0	\$ 6,613.01
516	Police Investigator	305.0	\$ 5,868.71	325.0	\$ 7,160.94