

MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF LA HABRA AND THE  
LA HABRA POLICE ASSOCIATION/CIVILIAN EMPLOYEES  
FOR THE YEAR JULY 1, 2016 THROUGH JUNE 30, 2018



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Pursuant to Resolution No. 1759 of the City of La Habra (hereinafter referred to as "City") and the Meyers-Milias-Brown Act, the duly authorized representatives of the La Habra Police Association/Civilian Employees (hereinafter referred to as "Association") have met and conferred in good faith with the duly authorized appointees of the management representatives of City; and it has mutually been agreed to submit and recommend to City Council of the City of La Habra, the adoption of a salary resolution including the following position classifications and salary schedules set forth herein and other changes in compensation as noted below.

**ARTICLE ONE – EMPLOYEE AND EMPLOYER RIGHTS**

**SECTION I. Employee Rights:**

Employees of this unit shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer/employee relations including, but not limited to, wages, hours and other terms and conditions of employment. Employees of City also shall have the right to refuse to join or participate in the activities of employee organizations. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by City or by any employee organization because of his/her exercise of these rights.

**SECTION II. Management Rights:**

All rights of the employer not specifically limited by the terms of this Memorandum of Understanding (hereinafter referred to as "MOU") are hereby reserved to the employer. Further, it is understood by the parties that the meet-and-confer process resulting in this MOU provided ample opportunity for all matters to be considered and this MOU shall not be construed to contain any matter not specifically set forth. The exclusive management rights of the employer are included, but not limited, to the right to:

- A. Direct the work of its employees.
- B. Hire, promote, demote, transfer, assign, classify, lay off and retain employees in positions with City.
- C. Discipline employees for proper cause.
- D. Take action as may be necessary to carry out the mission of City in emergencies.
- E. Determine methods, means and personnel by which operations are to be carried on.
- F. Determine the budget, organization and the merits, necessity and level of activity or service provided to the Public.
- G. The special assignment rotation policy shall provide for what has been commonly discussed as a 3-1-1 process whereby the initial period of assignment is generally three years, with two subsequent extensions of one year being available subject to the requirements of the policy.

## **ARTICLE TWO - COMPENSATION**

### **SECTION I.        Salary Schedule:**

- A. Effective July 1, 2014, the City will agree to add a new merit based two and one-half percent (2.50%) top step for all employees (Step K). Employees will be eligible for the new top step on their regular salary anniversary date if they receive an overall performance evaluation rating of "Competent" or better.
- B. Prior to June 24, 2016, the City will provide a one-time lump sum pay adjustment of two percent (2%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .02
- C. Effective January 7, 2017, the City will provide a two percent (2%) Cost of Living Adjustment to all unit employees.
- D. Prior to June 23, 2017, the City will provide a one-time lump sum pay adjustment of two percent (2%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .02
- E. Effective January 6, 2018, the City will provide a two percent (2%) Cost of Living Adjustment to all unit employees.
- F. Effective July 1, 2015, the City will combine steps F, G, and H into one 3% step.

### **SECTION II.        Salary Steps (Salary Resolution Attached):**

The 2.5% longevity program for employees with 10 or more years of service is discontinued. Employees will no longer receive 2.5% longevity pay. In lieu of the longevity program, the salary schedule has been extended to include Steps F through J. For initial eligibility and placement on the schedule (Steps F through J) at 7/1/96, the following provisions shall apply:

- A. No employee will be placed above Step H initially, regardless of the number of years of service worked as of 7/1/96.
- B. Employees who are currently at Step E of their classification will only be eligible for Steps, F, G or H, if they have been at Step E for at least 2 1/2 years, and if they are within six months of completing 6 years, 8 years, or 10 years of continuous full-time service, respectively. Employees will be placed at the appropriate step and will be eligible to proceed to the next step after working the required period of time.
- C. Employees who are not at Step E, and those who are at Step E, but are not within six months of completing 6 years of continuous service of their classification, will progress through the steps of the scale as indicated by the time periods in the scale. Employees must serve the required time period in each step in order to be eligible for a step increase.
- D. All step increases are based on merit and must be recommended by the employee's supervisor.

- E. City and Association have agreed in side letter on the placement of employees on the new salary schedule.

**SECTION III. Special Duty Pay:**

Effective July 1, 2016, all Police Records Specialists positions and other civilian positions designated by the Chief of Police (up to a maximum of 10 positions) who routinely perform physical searches of female arrestees will be eligible for Special Duty pay of \$100 per month. Records Specialists not receiving Special Duty pay are still required to perform physical searches of females when necessary.

**SECTION IV. Training Pay:**

Dispatch/ACO/Records/CSO Training: Employees who are assigned the responsibility to train a new employee will be eligible for a five percent (5%) training allowance, on a day-by-day basis, only when assigned and working with a trainee.

**SECTION V. Annual Training Fund:**

Establish an annual fund in the amount of \$1,000 to be used for civilian employees for reimbursement of preapproved educational expense (job related) including tuition, laboratory fees, books, and parking fees. The annual training fund of \$1,000 is continued, with approval for use being granted through the chain of command.

**SECTION VI. Acting Pay:**

Employees who are assigned to work in a higher-level position will be compensated an additional 5% above their base pay, only if the employee works one complete workday or longer in the position.

**SECTION VII. Lead Assignments:**

City agrees to establish four lead assignments, two in Records, and two in Communications. Lead assignments will be compensated at an additional 5% above the base pay hourly rate. Management will determine the criteria and selection for lead assignments.

**SECTION VIII. Overtime:**

- A. Overtime shall be paid at one-and-one-half (1 1/2) times the straight hourly rates for all hours exceeding forty hours in any one work week. When employees are called out after completing their shifts, they shall be paid a minimum of four hours. All time, including the first half-hour, will be compensatory time off or paid at the employee's option, when an employee works more than one-half hour. For the purpose of calculating overtime, paid sick leave will count as time worked in arriving at forty hours.
- B. Compensatory time off shall not be used to earn overtime. However, in a case where the employee has prior approval of their supervisor to utilize comp time to be absent, and additional unscheduled hours are worked as a result of supervisory orders, then the employee shall have the option to either receive compensation at the applicable overtime rate, or to cancel the request to utilize comp time off for that work period.

## **SECTION IX. Call/Court Time:**

Effective July 1, 2000, City agrees to implement the same court on-call language and compensation as that adopted through letter of agreement by the Police Sworn Group on April 20, 1999, entitled Court Related Compensation Issues.

It shall be the policy of the La Habra Police Department to compensate its full time employees for "on-call" and court appearances in accordance with the following procedures. Effective July 1, 2014, the City agrees to discuss language regarding court overtime and on-call procedures.

### **A. Definitions:**

**Court:** In most instances the Court is the facility in which judicial proceedings occur. In the majority of cases the Court will be the Orange County Superior Court at the North County Justice Center in Fullerton or another Superior Court. In other situations, the term Court may apply to a location where DMV, ABC, or Parole hearings take place, and it may also include a location where deposition(s) are to be taken or other legal hearings are to be conducted.

**Court Liaison Office:** The Court Liaison Office is a working element of the La Habra Police Department for among other things to facilitate the subpoena, on-call, appearance, and proper compensation of La Habra Police Department employees.

**Eligible Employee:** The provisions of this letter of agreement shall apply to all full time personnel that are members of the Police Civilian bargaining group.

**Notification:** Notification is the process of informing an eligible employee about the status of a case for which he/she has been subpoenaed. Whenever an eligible employee is to be notified of the need to appear, there will need to be a telephonic conversation with the employee or other responsible person taking phone calls for the employee. Upon being so notified, the employee shall not attempt to question the need for the appearance with the Court Liaison staff. Any inquiries should be made to the Watch Commander. Whenever an eligible employee is being notified of a change to an "Off Call" status, the notification may be made to an acceptable answering device.

**On Call:** "On-Call" is a privilege granted by the Court or other legally established proceeding, wherein a person under subpoena is allowed to remain at home, work, or wherever; provided that that person can be contacted and immediately respond to the Court or designated location within one hour. Upon arrival at the court, the employee is to be properly attired and prepared to participate in the matter for which (s) he was under subpoena.

**Sessions:** Sessions are the two portions of the court day. The AM Session occurs before the lunch break and the PM Session occurs after the lunch break.

**Subpoena:** Subpoena is an order from a court or other legally established proceeding, requiring the appearance of the person so named, to appear as indicated, under penalty for failure to appear.

**Trailing:** "Trailing" refers to a matter that has been scheduled for a specific date but for various reasons, including by order of a judge or presiding official, trails to the following or subsequent day(s). Persons under subpoena for the scheduled court date remain under

subpoena for the “trailing” day(s) unless excused by the Court Liaison Office, Court, or person presiding over the legal proceeding.

**B. Subpoena Processing and Service Procedures:**

1. Whenever possible, subpoenas related to official duties of a full time employee shall be presented and accepted on behalf of the subpoenaed employee at the Court Liaison Office located in the North Justice Center, 1275 N. Berkley Avenue, Fullerton, CA 92835.
2. Upon receipt, the Court Liaison Staff shall review the subpoena for acceptance.
  - a. If rejected, the subpoena shall be returned to the issuing entity with an explanation for the rejection (i.e. employee’s scheduled vacation).
  - b. If accepted, the subpoena shall be logged into the subpoena database for tracking.
3. Upon completion of the logging process, the subpoena shall be delivered to the La Habra Police Department for delivery to the affected employee in accordance with Department Procedures.
4. Upon acceptance, the employee is responsible to fulfill the obligation of the subpoena.

**C. On Call Procedures and Compensation:**

1. **Off Duty:** An off duty employee under subpoena shall provide the Court Liaison Office with a phone listing or notification indicating where and how they wish to be reached by voice and/or page notifications. Should the employee be needed to appear for court or be taken off-call, the Court Liaison Office will make notification as agreed. In the event of an appearance notification in which the Court Liaison Staff is unable to contact the employee, the employee shall be ineligible for compensation. In the event an employee in an on-call situation becomes unable to respond as required due to an unforeseen situation, the employee shall immediately notify the Bureau/Watch Commander who shall then notify the Court Liaison Office. Upon returning to duty, the employee shall prepare a memorandum to their Bureau Commander explaining the circumstances. In this case, the Bureau Commander will make a decision regarding on-call compensation.
2. **On Duty:** An “On-Duty” employee is presumed to be available for court. If needed in court, the Court Liaison Staff shall first notify the employee’s bureau/watch commander or supervisor and provide him/her with the details of the appearance situation. The eligible employee will then be provided with the appearance information. It is essential that the commander/supervisor be informed of the employee’s absence prior to responding to court. When making “off-call” notification to an on duty employee, the Court Liaison Office shall leave a message with the employee or his/her voice mailbox.
3. **Multiple Subpoenas:** If an employee is on-call for multiple subpoenas, the eligible employee shall notify the Court Liaison Office so that they can facilitate and coordinate appearances with the respective courts to avoid unnecessary delays or dismissals.

4. **Compensation:**

- a. An eligible employee shall be deemed "Off-Call", (and not entitled to compensation) once the Court Liaison Office or other competent authority makes notification. It is the obligation of the employee to check their voice mail or other agreed method of notification (pursuant to Section IX, A) to determine whether or not they remain under subpoena.
- b. An eligible employee who reports for work between 5:30 AM and 1:59 PM on the same day that they are under subpoena shall not be eligible for "On-Call" compensation. The intent of this provision is to compensate only those employees who must make themselves available on their personal time off due to a subpoena.
- c. A daytime employee cannot take an approved day off (i.e., sick, vacation, holiday, personal or comp day) and be "On-Call" simultaneously. The intent of this provision is to preclude eligible employees from taking an elective day off and gaining "on-call" compensation.
- d. Eligible employees who have completed their workday yet remain under subpoena shall not receive on-call compensation. However, the employee may remain on duty at their duty assignment until taken off-call or upon closure of the Court Day (normally 5:00 PM). In those instances, the employee shall be compensated at time-and-a half for the work time that exceeds their scheduled workday.
- e. If an employee under subpoena is not relieved from the subpoena by 5:00 PM of the business day preceding the date of the subpoena, then the employee shall be considered to be "On-Call" and shall be eligible for "On-Call" compensation (other than either of paragraphs IX, 4, b, c, or d above).
- f. If an eligible employee is "On-Call" on a court day that the employee is scheduled to work, the employee shall receive the following on-call compensation (other than either of paragraphs IX, 4, b, c, or d, above):

1. **Swing Shift Employees:**

- a. (AM) Morning on-call: Employees will receive 4 hours of on-call straight time compensation.
- b. (PM) Afternoon on-call/appearance:
  - 1) Afternoon on-call: Employees will receive 1 hour of on-call straight time compensation (from 1330 to 1430); **OR**
  - 2) Afternoon appearance: Employees will receive 1 hour of compensation (from 1330 to 1430) at time and one-half (1 ½ X).

2. **Graveyard shift employees:** Employees will be compensated for 4 hours of on-call compensation at straight time for AM or PM subpoenas (a total of 4 hours for the day).

Graveyard Shift Hours defined: Dispatcher staff shift begins at 1800 hrs and ends at 0600 hrs.

Records staff shift begins at 1900 hrs and ends at 0500 hrs.

Approved Leave defined: Holiday, vacation day, compensatory day, and personal holiday.

"If an employee is approved for a leave day on a day in which they are scheduled to work the "graveyard" shift, and the same day they are scheduled "on-call" pursuant to a court subpoena, and the employee notifies the Court Liaison Office and their immediate supervisor they are available to respond to court if called, then the employee would be eligible to deduct the number of hours they would actually receive for their on-call status from the leave time they have been approved to take.

In no case shall an employee be allowed to schedule leave time on a day in which the employee has been notified they are needed to appear in court or are under a mandatory appearance subpoena and collect overtime at the time and a half rate. Unless the employee notifies their immediate supervisor and the Court Liaison Office by 5:00 PM the weekday prior to the court subpoena confirming their availability to respond to court, they would not be eligible for any compensation."

- g. If an eligible employee is "On-Call" on a court day that the employee is not scheduled to work, (and is not off on sick leave, vacation, holiday, personal day, or comp time), then the employee shall receive 4 hours of straight-time compensation.

The City is amenable to continuing discussions with the POA to address graveyard shift court on-call duty time compensation.

- h. In no event will an employee receive compensation for more than one subpoena for the same period of the same day.

#### **D. Court Appearances and Compensation:**

1. **On Duty Appearances:** An on duty employee required to appear in court, shall not normally receive additional court time compensation. However, an eligible employee who is required to remain at the court beyond the term of his/her normal workday shall receive overtime, provided that the employee has worked the full term of the normal workday. Eligible employees who are required to appear prior to the beginning of their daytime workday must inform their supervisor of the situation, and shall receive overtime if required to work beyond their normal workday.
2. **Lunch Breaks:** Off duty employees at court will not be compensated during the lunch break.
3. **Off Duty Appearances:** It is the employee's responsibility to inform the Court Liaison Office of their arrival and completion times. If the appearance is in a court other than the North Justice Center, then this notification should be accomplished by telephone.
4. **Compensation – With Subpoena:**
  - a. **AM Session Appearance:** When an eligible, off duty employee is called into court or other venue for the AM session, the employee shall only receive their "On-Call" compensation (4 hours of straight time).

- b. **PM Session Appearance:** When an eligible, off duty employee is called into court for the PM Session, the employee shall be paid 3 hours, straight time compensation. Should the time at court (excluding the lunch break) exceed 3 hours, the off duty eligible employee shall be compensated at time-and-one-half for the entire time spent at court. In this situation, an eligible employee who is both “on-call” for the AM Session and then must appear in court during the PM Session would be eligible to receive both the on-call (4 hours of straight time) and appearance compensation.
  - c. **AM and PM Sessions Appearance:** When an AM Session appearance continues into the PM Session, the eligible employee is entitled to the combined amount of the “On-Call” and appearance compensation, up to 7 hours pay at straight time. When an appearance (not including lunch break) exceeds 7 hours in length, the employee will receive only the appearance pay at time-and-one-half.
  - d. **OMTD or FTA:** If the matter is dismissed on behalf of the employee (such as OMTD or FTA), the employee may not be eligible for any compensation. A determination will be made upon evaluation of the employee’s memo to their supervisor regarding their actions.
5. **Compensation – Without Subpoena:** If an off duty, eligible employee is called into court on a matter for which (s) he has not been subpoenaed, upon appearance, the employee shall receive 4 hours compensation at straight time. Should the time at court (excluding the lunch break) exceed 4 hours, the off duty eligible employee shall be compensated at time-and-one-half for the entire time spent at court.
  6. **Parking Reimbursement:** The City will reimburse employees for duty related court appearance, parking expenses. It is the employee’s responsibility to submit a parking receipt, subpoena and a “Revolving Fund” Payment Request (green) form for reimbursement.
  7. **Court Time Payroll Request:** It is the eligible employee’s responsibility to properly complete the Court Time Payroll Request form and to indicate the number of hours and type of compensation that is expected. Upon completion, the form shall be submitted to a supervisor for review and approval. The choice of compensatory time or pay is at the employee’s option, unless the employee exceeds the FLSA accrual limits for compensatory time.

**SECTION X. Stand-By/On-Call Pay:**

Animal Control Officers who are on stand-by will be compensated as follows:

- Monday – 1.5 hours stand-by pay;
- Tuesday – 1.5 hours stand-by pay;
- Wednesday – 1.5 hours stand-by pay;
- Thursday – 1.5 hours stand-by pay;
- Friday – 1.5 hours stand-by pay;
- Saturday, Sunday and holidays – 4 hours stand-by pay.

Stand-by is paid at straight time hourly rate of pay.

The City will continue existing stand-by/on-call pay for only those animal control officers currently receiving this benefit; however, this benefit will be eliminated once those existing officers separate from service with the City.

## **SECTION XI. Shift Differential:**

Shift Differential pay is as follows:

- A. Day watch, no shift differential;
- B. Swing shift, .25/hour;
- C. Graveyard, .50/hour

Employees are eligible for shift differential pay if the preponderance of their regularly scheduled shift falls within the listed hours. Employees are not eligible for partial hours, or combined levels of shift differential pay (i.e., employees will only receive one shift differential rate, either swings or graves).

Any changes in the shift differential schedule will be approved by the Chief of Police or his designee.

The current assigned shifts are:

- A. CSOs: 0530 to 1530 (days); 1100 to 2100 (swings); 2000 to 0600 (graves);
- B. Records: 0630 to 1530 (days); 1430 to 2330 (swings); 2230 to 0730 (graves);
- C. ACOs: 0600 to 1600 (days); 0900 to 1900 (considered days); 1200 to 2200 (swings); no "graves" for ACOs;
- D. Dispatchers: 0600 to 1800 (days); 1200 to 2400 (swings); 1800 to 0600 (graves).

## **SECTION XII. Bilingual Pay:**

City has established a bilingual-specialty pay for unit members who are required to provide bilingual services. The employees will be required to pass a qualifying written and/or oral examination to qualify for the additional compensation.

- A. Effective January 1, 2008, the City agrees to increase bilingual pay to \$125 per month.
- B. City will eliminate the reading comprehension portion of the bilingual examination in determining eligibility for bilingual pay.
- C. Effective July 1, 2011, individuals demonstrating "conversational" fluency as measured by the City shall be eligible to receive a \$25 per month bilingual payment.
- D. Effective January 1, 2012, individuals demonstrating "conversational" fluency as measured by the City shall be eligible to receive an additional \$25 per month for a total of \$50 per month bilingual payment.
- E. Effective July 1, 2016, the City will increase bilingual pay by \$25 per month to a maximum of \$225 per month for fluency and \$150 per month for "conversational" fluency.
- F. Effective July 1, 2017, the City will the City will increase bilingual pay by \$25 per month to a maximum of \$250 per month for fluency and \$175 per month for "conversational" fluency.

### **SECTION XIII. Uniform Allowance:**

- A. The City will provide uniforms for all non-sworn employees except Senior Police Secretary, PBX Operator and Community Service Officers assigned to youth services. These uniforms will be replaced, as needed, as determined by the Chief of Police or his designee. A uniform-maintenance allowance will be provided at the rate of Four (\$4.00) Dollars per week for all those employees wearing uniforms, except that the Animal Control Officers will receive Eight (\$8.00) Dollars per week. Uniform-maintenance allowances shall be paid on an annual basis, with the first paycheck in December. Should an employee leave the service prior to the December date, a prorated share earned will be paid.
- B. Effective July 1, 2016, the City will increase the uniform allowance by \$100 per year to a maximum of \$700 per year for Community Service Officers and Animal Control Officers, and increase all others by \$75 per year to a maximum of \$600 per year for all other civilian personnel.
- C. Effective July 1, 2017, the City will increase the uniform allowance by \$100 to a maximum of \$800 per year for Community Service Officers and Animal Control Officers and \$700 per year for all other civilian personnel.
- D. Effective December 1, 2005, the City agrees to pay uniform allowance to employees in a separate check.

## **ARTICLE THREE – FRINGE BENEFITS**

### **SECTION I. Insurance:**

The City and the Police Association have agreed to work out a change from present Retirement System. This is to be accomplished at no cost to the City and is to be effective July 1, 1987. This will entail a cafeteria plan, and will include retirees at the minimum contribution. Additionally, all employees hired within this employee group after June 30, 1987, will receive single coverage only for the first twelve months of employment and regular benefits after the first year.

- A. Effective October 1, 1987 City agrees to a bona fide benefit cafeteria plan allowing insurance contribution to be used for Health, Dental, Life, LTD in such amount as the employee may elect in any of the above programs.
- B. If an employee has been laid off and returns to work in a full-time capacity in another position, other than the one from which (s)he was laid off, and the return to another position occurs within one year of the layoff, retirement and health benefits will be restored at the level received at time of layoff.
- C. Letter agreement dated September 29, 2005- effective October 4, 2005, the City and Police Association- Civilian Employees agree to discontinue the two-tier insurance contribution system for Police Association- Civilian employees with less than twelve months of service. New hire employees will receive the maximum City contribution for insurance.

- D. Effective January 1, 2016, the City will increase its current insurance contribution by \$50 per month to a maximum of \$1,130 per month on a use or lose basis.
- E. Effective January 1, 2017, the City will increase its current insurance contribution by \$100 per month to a maximum of \$1,230 per month on a use or lose basis.
- F. Effective January 1, 2018, the City will increase its current insurance contribution by \$100 per month to a maximum of \$1,330 per month on a use or lose basis.
- G. **Opt Out Option:** Effective July 1, 2014, the City will increase the opt out contribution by \$40 per month to a maximum of \$190 per month. Effective January 1, 2017, the City will increase the opt out contribution by \$50 per month to a maximum of \$240 per month. This contribution is the maximum monthly contribution to that employee for the opt out bonus and all other benefits required and/or those that are optional. The employee shall submit proof of medical insurance coverage to the Acting Director of Human Resources prior to opt out approval.
- H. Effective January 1, 2014, the City will provide enhanced Delta dental insurance plan coverage, with any resulting increase in premium costs to be paid from the City's monthly insurance contribution, if available. Premium costs in excess of the City's contribution will be paid by the employee.
- I. Effective January 1, 2014, the City will provide vision plan coverage, with the premium costs to be paid from the City's monthly insurance contribution, if available. Premium costs in excess of the City's insurance contribution will be paid by the employee.
- J. Effective January 1, 2015, the City agrees to replace the Ameritas vision insurance plan with VSP vision insurance. Coverage will be mandatory for all Civilian personnel.

**SECTION II. Long Term Disability Insurance:**

Effective December 1, 1994, City and Association agree that LTD premiums will be entirely employee-paid (from taxed income) and will no longer be paid through City's insurance contribution. City agrees to implement Delta Dental Program IV, contingent on Association members paying their own LTD premiums, whereby the increase in dental premiums and savings from LTD plan offset each other.

**SECTION III. Public Employees Retirement System:**

A variety of modifications have been agreed to in the PERS system and are listed in chronological order:

- A. Effective July 1, 1981, City will pay one-half of the employee's portion of their contribution to PERS, according to Section 20615, with the payment being credited to the individual employee's account.
- B. Effective January 1, 1982, City will pay all the employee's contribution to PERS, according to Section 20615, with the payment being credited to the individual employee's account.

- C. Effective October 1, 1982, City will not pay the employee's contribution to PERS during the probationary period and will, upon successful completion of 15 months, pick up the employee's contribution as outlined above.
- D. Effective July 1, 1999, City agrees to amend the Public Employees' Retirement contract to provide Section 21354 (2% @ 55 Formula).
- E. All employees hired on or after July 1, 2010 shall be required to pay the full seven percent (7%) of PERS eligible income as the Employee Share. The payments will be made on a pre-tax basis in accordance with the Internal Revenue Service guidelines. Employees hired during the term of this contract (July 1, 2010 through June 30, 2011) will not be subject to the 125 furlough hours for fiscal year 10/11 only.
- F. City shall modify its PERS contract to provide the 2% @ 60 retirement formula and average of three highest years for all non-safety members hired on and after the effective date of such PERS contract amendment, which shall occur no later than June 30, 2012.
- G. Effective with the first payroll period including July 1, 2014, employees who were hired before July 1, 2010 shall contribute seven percent (7%) of their compensation to fund CalPERS pension costs. Employee contributions shall be made through payroll deductions. This provision shall have no effect on employees who were hired on or after July 1, 2010.
- H. Effective July 1, 2013, the City will provide an early retirement incentive program for those electing to retire on or before December 31, 2013. The incentive shall consist of 24-months of continued medical insurance contributions from the date of retirement in an amount not to exceed the regular insurance contribution by the City for the bargaining unit.
- I. Effective July 1, 2014, the City will provide an early retirement incentive program for those electing to retire on or before December 31, 2014. The incentive shall consist of 24 months of continued medical insurance contributions from the date of retirement in an amount not to exceed the regular insurance contribution by the City for the bargaining unit. This benefit is limited to two retirement eligible employees and will be provided on a first come-first served basis based on the date and time that retirement paperwork is received by the Acting Director of Human Resources.

**SECTION IV. Retirement Health Savings Plan:**

The City and POA have mutually agreed to establish a Retirement Health Savings Plan to be funded by employee contributions.

- A. All groups will contribute \$20.00 a month to the plan.
- B. In addition, all sub-groups will have the following money allocated to the plan upon separation from the City as follows:
  - 1. Property Technicians, Records Specialists, Records Supervisor, and Police Chief Secretary:

<u>Years of Service</u>	<u>Leave Allocation</u>		<u>Vac/Holiday</u>
	<u>Sick Time*</u>	<u>Comp Time</u>	
25+ years	100%	100%	0%
20-25 years	50%	0%	50%
15-20 years	50%	0%	50%
10-15 years	50%	0%	50%
5-10 years	100%	100%	100%
0-5 years	50%	0%	50%

2. Community Service Officer, Community Service Officer II, Animal Control Officer, Sr. Animal Control Officer, and Youth Service Officer:

<u>Years of Service</u>	<u>Leave Allocation</u>		<u>Vac/Holiday</u>
	<u>Sick Time*</u>	<u>Comp. Time</u>	
25+ years	100%	0%	0%
20-25 years	50%	0%	50%
15-20 years	50%	0%	50%
10-15 years	50%	0%	50%
5-10 years	50%	0%	50%
0-5 years	50%	0%	50%

3. Dispatcher, Dispatch Supervisor, Support Services Manager:

<u>Years of Service</u>	<u>Leave Allocation</u>		<u>Vac/Holiday</u>
	<u>Sick Time*</u>	<u>Comp. Time</u>	
30+ years	100%	0%	0%
25-30 years	50%	0%	0%
20-25 years	50%	0%	50%
15-20 years	50%	0%	50%
10-15 years	50%	0%	50%
5-10 years	50%	0%	50%
0-5 years	50%	0%	50%

\* (Note: eligible sick leave payoff is currently 25% after 5 years of service and 50% after 10 years of service up to the maximum cap of either 1280 hours or 800 hours depending on hire date; vacation is paid off at 100%).

**SECTION V. Wellness Examination:**

Effective July 1, 2015, the City agrees to provide each member a reimbursement in an amount up to \$100 per year for the purpose of having a wellness examination. The balance of the cost for the examination will be shared by the Association and the employee.

**ARTICLE FOUR – LEAVES**

**SECTION I. Vacation Leave:**

Vacation Accrual System:

- A. 1 through 4 years = 80 hours
- B. 5 through 9 years = 120 hours

- C. 10 through 14 years = 160 hours
- D. 15 years and over = add 8 hours per year to 200 hour maximum.
- E. Effective January 1, 2013, Police Association agrees to a change from the current monthly sick and vacation accrual system to a biweekly sick and vacation leave accrual system.

Employees are not permitted to use leave prior to its accrual (i.e., no negative vacation hours).

Pursuant to Personnel Rules and Regulations, Section 502.2(12), the maximum allowable accumulation of vacation leave shall be two (2) years of annual accrual. Employees will not accrue vacation hours in excess of this amount. This rule will be reinstated effective January 1, 2003.

**SECTION II. Vacation Buy Back:**

- A. Effective July 1, 2002, each employee in this unit may buy back up to a maximum of 120 hours of vacation or compensatory time in a calendar year, provided the employee takes off a minimum of two weeks of vacation time during the same calendar year.
- B. Effective July 1, 2014, employees may buy back up to a maximum of 120 hours of vacation or compensatory time in a fiscal year, provided the employee uses an equivalent number of hours of vacation as time off (i.e., one hour of vacation time off for one hour of vacation buy back) for the first 80 hours during the fiscal year. Employees who do not use the required number of vacation hours as time off by the end of the fiscal year will not be permitted to buy back any additional hours until they have used the required number of hours as time off. On a case-by-case basis, with a showing of demonstrable evidence of a financial hardship, the Chief of Police, with the concurrence of the City Manager, may allow an employee to exercise the buyback option for more than 120 hours during the fiscal year. Examples of financial hardship could include foreclosure of or eviction from a primary residence or a major illness.

**SECTION III. Vacation Funding of Release Time:**

- A. Every Unit Member may contribute 0.25 hours of vacation time each payroll period to a “bank” that shall be available for use by members of the Association Board of Directors for purposes of attending employment relations-related conferences, training/educational programs and for the conducting of Association-related business. The “Board of Directors” shall be defined as including only the Association President, Vice President, Secretary, Treasurer, and any three (3) additional Association members who have been elected as members of the Board. Use of any such hours shall be subject to all rules and regulations governing use of other types of leave time. In no case shall the “bank” have in excess of 750 hours in its account. Hours shall be distributed at the hourly rate of the particular Board Member utilizing the time off. Banked time utilized by any Board Member shall not be considered hours worked for purposes of computing overtime or for any other purposes. Effective July 1, 2014, the City agrees to work with the association to establish a method and procedures to fund the previously agreed upon “Association Leave Bank.”
- B. Effective July 1, 2015, the City agrees that Police Association members may change their voluntary deduction of 0.25 hours of vacation time per pay period to one hour of vacation time every four pay periods (excluding type 3 payrolls). Members who have less than 80 hours of accrued vacation are exempt from considering the deduction.

**SECTION IV. Holidays/Compensatory Time/Personal Leave:**

**A. Holiday Leave:**

1. Of necessity, holidays may not be taken on the actual day of the holiday. All accumulated holidays (ten) must be taken by said personnel in time off. Holidays may be taken off one day per month until all time is repaid to the employee, which is eighty (80) hours. Should employees desire to add holidays to their annual vacation, or take time at more than one day per month, they may do so by requesting such days at the same time as they request their annual vacation. The maximum holiday time to be taken in any month shall be forty (40) hours, including the month of annual vacation, and shall be approved by the Chief of Police insofar as the availability of additional time. Other holidays will be scheduled with the shift commander, will require a minimum of forty-eight (48) hours' notice and may be subject to denial on the basis of the overtime related cost of granting such use and/or any other basis where it is determined by the shift commander that use of CTO would negatively impact the efficient operation of the Department.
2. Effective July 1, 2000, holidays will be compensated at the same number of hours an employee works in a workday.
3. Employees may convert unused holidays to compensatory time at the end of each calendar year, provided they have not reached the maximum allowable compensatory time cap.

**B. Compensatory Time Off:**

1. Compensatory time off will be scheduled with shift commander, will require a minimum of forty-eight (48) hours' notice and may be subject to denial on the basis of the overtime related cost of granting such use and/or any other basis where it is determined by the shift commander that use of CTO would negatively impact the efficient operation of the Department.
2. The City agrees to increase the maximum accrual cap for compensatory time account to 480 hours for Communications Operators only. Effective July 1, 2013, the maximum compensatory time accrual cap will be reduced from 480 hours to 440 hours for Communications Operators and from 240 hours to 210 hours for all other employees.

- C. Personal Day:** All members of this unit are granted a personal day, each calendar year, of paid time off for personal business which may be used in one-hour increments and may be used to supplement 8 hour holidays. The number of hours paid for this personal day only will be based on the number of hours the employee normally works per day (i.e., employees working 3/12 = 12 hour personal day; employees working 4/10 = 10 hour personal day; employees working 9/80 = 9 hour personal day; employees working 5/40 = 8 hour personal day). Any portion of personal benefit remaining at the end of each calendar year shall be lost and shall not be carried over to the next year. Personal days are not counted as time worked in the calculation of overtime.

- D. Employees requesting time off will not be permitted to be Absent Without Pay (AWOP) if they have eligible vacation, holiday, personal day, and/or compensatory leave available, unless there are extenuating circumstances which are presented in writing and approved, in advance, by the Department Director.

**SECTION V. Hardship Transfer:**

Effective July 1, 1996, non-sworn employees will be permitted to transfer a maximum of 30 hours per month of accrued vacation or compensatory time only, to another City employee's leave accounts. Employee offering the transfer must have a minimum of 40 hours of leave banked prior to the transfer. For purposes of definition, hardship shall mean medical or family situation which causes an employee to be absent from work for an extended period of time, and which is designated as such by the Chief of Police, or his designee. A form exercising this option shall be completed prior to the transfer.

**SECTION VI. Sick Leave:**

- A. Employees hired on or after October 1, 1984 will receive the same sick-leave benefits except that maximum accumulation shall be one hundred (100) days.
- B. Effective December 1, 1989, employees with five or more years of continuous service will be paid 25% of accumulated unused sick leave on termination of employment. Employees leaving the service after ten years of continuous service for reasons of retirement or voluntary termination will be paid for 50% of accumulated unused sick leave.
- C. Effective July 1, 2014, the City agrees to increase the sick time accrual to 10 hours per month.
- D. Effective July 1, 2015, employees may use their accrued sick leave if they are a victim of domestic violence, sexual assault, or stalking to obtain any relief or services related to being such a victim, including but not limited to:
- A temporary restraining order or restraining order.
  - Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
  - To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
  - To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
  - To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
  - To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

**SECTION VII. Family Sick Leave:**

- A. In accordance with A.B. 109, employees in Association may utilize up to a maximum of forty-eight (48) hours per calendar year of accrued sick leave to care for the illness of the employee's child, parent, or spouse.
- B. Effective July 1, 2015, family sick leave will include the following family members:
- A child who, for the purposes of this policy, includes a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.
  - A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
  - A spouse.
  - A registered domestic partner.
  - A grandparent.
  - A grandchild.
  - A sibling.

All other provisions regarding the accrual and use of family sick leave remain unchanged.

**SECTION VIII. Bereavement Leave:**

Bereavement leave shall be granted to an employee who is absent from work by reason of death in the immediate family.

- A. Bereavement leave shall not exceed three (3) calendar days with pay.
- B. Immediate family shall mean father, mother, sister, brother, spouse, child, mother-in-law, father-in-law, and grandparents.

**ARTICLE FIVE – GENERAL/MISCELLANEOUS PROVISIONS**

**SECTION I. Employee Units:**

Effective July 1, 1977, the present Police Association Unit, for the purpose of meet-and-confer, shall be divided into two groups. The groups shall be: (1) all sworn personnel and (2) non-sworn personnel. For the purposes of meet-and-confer, each unit shall determine, by an election, those individuals they desire to represent them. Employees in both units shall be covered under the July 1, 1977 through June 30, 1978 Memorandum of Understanding affecting them.

**SECTION II. Conflict of Interest:**

The State of California has passed a Conflict of Interest Law which may affect all or part of City's employees. Should an employee be required to file a financial statement, or other statement, as a result of the Conflict of Interest Law, the employee shall do so.

**SECTION III. No Strikes, Slowdowns or Sick Outs:**

Association's non-sworn employees agree that Association will not sponsor, or sanction a strike, work stoppage or slowdown; and they further agree they will not use sick leave as a method of not reporting as assigned for their regular work schedule.

**SECTION IV. Use of City Buildings:**

When Association is using City Buildings for the purpose of meet-and-confer or other Association business, it first shall receive permission from the Chief of Police three days prior to such use. In the event of an emergency meeting, the Chief of Police may approve the use of City Buildings based on availability and other conditions existing at the time of the request.

**SECTION V. Seniority:**

Seniority will be used in the following processes; and, for these purposes, will be defined as time-in-grade:

- A. Seniority will be the determining factor in scheduling vacations, except for voluntary shift transfer by employees.
- B. Seniority will be the primary criteria in determining holiday and compensatory time off but will be subject to the needs of the Department. Bumping of previously-scheduled time off will not be permitted. Denial can informally be appealed to the Chief of Police.
- C. Seniority will be considered in assignments and work schedules but will not be the determining factor. A request for the reason that seniority is not followed, in any of these instances, may be made; and, if requested, must be answered in writing.

**SECTION VI. Discipline and Grievances:**

Discipline and grievance procedures are outlined in the Police Department Rules and Regulations and City Personnel Rules.

**SECTION VII. Transfers:**

City agrees it will not effect a permanent transfer without twenty-four hours' notice to the employee, however, this does not preclude temporary assignments on an emergency basis.

**SECTION VIII. Other Agreements:**

The City and Civilian Employees' Group agree to modify Sections 310.2(9) and 303.2(16), of the Personnel Rules and Regulations, to allow for an administrative hearing in place of a Skelly hearing for promotional probationary employees.

**SECTION IX. Scope of Memorandum of Understanding:**

It is understood and agreed that this MOU affects and applies only to the La Habra Police Association non-sworn personnel, and the employees within the scope of their representation, and the City of La Habra.

Police Association agrees to continue discussions with City Representatives on the training and travel reimbursement policy.

Police Association and City Representatives have agreed on implementing the administrative appeal process in relation to the special assignment rotation policy.

All remaining terms and conditions of the existing Memorandum of Understanding not specifically modified herein shall remain in full force and effect.

DATED this 31<sup>st</sup> day of May, 2016.

CITY OF LA HABRA

LA HABRA POLICE ASSOCIATION

By: *S. Faiva*

By: *C. Nuñez*

By: *R. Quenzel*

By: *[Signature]*

By: \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

# EXHIBITS

## Exhibit "A"

### Salary Schedule

EFFECTIVE JANUARY 7, 2017		START	AFTER	MERIT + ONE YEAR						
POLICE - CIVILIAN		RATE	6 MOS	---IN PRIOR STEP---						
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I
PBX OPERATOR	P-07	13.256	13.918	14.614	15.345	16.112	16.601	16.933	17.271	17.703
PBX OPERATOR*	P-07/1	12.848	13.490	14.165	14.873	15.617	16.090	16.412	16.740	17.159
PROPERTY/EVIDENCE TECH	P-09/A	17.875	18.769	19.708	20.693	21.728	22.386	22.834	23.290	23.873
PROPERTY/EVIDENCE TECH*	P-09/A/1	17.326	18.192	19.102	20.057	21.059	21.698	22.132	22.574	23.139
POLICE RECORDS SPECIALIST	P-09/B	18.223	19.134	20.090	21.095	22.150	22.821	23.277	23.743	24.336
POLICE RECORDS SPECIALIST*	P-09/B/1	17.662	18.545	19.472	20.446	21.468	22.119	22.561	23.012	23.588
RECORDS SPEC SUPERVISOR	P-15	24.913	26.158	27.466	28.840	30.281	31.199	31.823	32.459	33.271
RECORDS SPEC SUPERVISOR*	P-15/1	24.146	25.354	26.621	27.953	29.350	30.239	30.844	31.461	32.248
COMMUNITY SERVICE OFFICER	P-19	20.181	21.190	22.249	23.362	24.530	25.273	25.778	26.294	26.951
COMMUNITY SERVICE OFFICER*	P-19/1	19.560	20.538	21.565	22.643	23.775	24.496	24.985	25.485	26.122
POLICE SECRETARY	P-20	20.399	21.419	22.490	23.614	24.795	25.546	26.057	26.578	27.243
POLICE SECRETARY*	P-20/1	19.771	20.760	21.798	22.888	24.032	24.760	25.256	25.761	26.405
POLICE OFFICER TRAINEE	P-21	22.102	- SIX MONTH POSITION -							
POLICE OFFICER TRAINEE*	P-21/1	21.422	- SIX MONTH POSITION -							
POLICE ADMIN SPECIALIST	P-22	22.439	23.561	24.739	25.976	27.275	28.101	28.663	29.236	29.967
POLICE ADMIN SPECIALIST*	P-22/1	21.749	22.836	23.978	25.177	26.436	27.237	27.782	28.337	29.046
SENIOR POLICE SECRETARY	P-22	22.439	23.561	24.739	25.976	27.275	28.101	28.663	29.236	29.967
SENIOR POLICE SECRETARY*	P-22/1	21.749	22.836	23.978	25.177	26.436	27.237	27.782	28.337	29.046
ANIMAL CONTROL OFFICER										
CRIME PREV SPECIALIST	P-23	22.529	23.655	24.838	26.080	27.384	28.213	28.778	29.353	30.087
ANIMAL CONTROL OFFICER*										
CRIME PREV SPECIALIST*	P-23/1	21.836	22.927	24.074	25.278	26.541	27.346	27.893	28.450	29.162
COMMUNICATIONS OPERATOR	P-25	23.773	24.962	26.210	27.520	28.896	29.772	30.367	30.975	31.749
COMMUNICATIONS OPERATOR*	P-25/1	23.042	24.194	25.404	26.674	28.008	28.856	29.433	30.022	30.773
SR ANIMAL CONTROL OFFICER	P-30/A	24.966	26.214	27.525	28.901	30.346	31.266	31.891	32.529	33.342
SR ANIMAL CONTROL OFFICER*	P-30/A/1	24.198	25.408	26.679	28.012	29.413	30.304	30.910	31.529	32.317
COMM SERVICE OFFICER II	P-30/B	23.420	24.591	25.820	27.111	28.467	29.329	29.916	30.514	31.277
COMM SERVICE OFFICER II*	P-30/B/1	22.699	23.834	25.026	26.277	27.591	28.427	28.996	29.576	30.315
YOUTH SERVICE OFFICER	P-31	21.589	22.668	23.802	24.992	26.242	27.037	27.577	28.129	28.832
YOUTH SERVICE OFFICER*	P-31/1	20.925	21.971	23.070	24.223	25.435	26.205	26.729	27.264	27.945
COMMUN OPER SUPERVISOR	P-32	28.420	29.841	31.334	32.900	34.545	35.592	36.304	37.030	37.956
COMMUN OPER SUPERVISOR*	P-32/1	27.546	28.924	30.370	31.888	33.483	34.497	35.187	35.891	36.788
SUPPORT SERVICES MANAGER	P-35	28.143	29.550	31.028	32.579	34.208	35.245	35.950	36.668	37.585
SUPPORT SERVICES MANAGER*	P-35/1	27.278	28.641	30.073	31.577	33.156	34.161	34.844	35.541	36.429
BUREAU MANAGER	P-37	31.522	33.098	34.753	36.490	38.315	39.476	40.265	41.070	42.097
BUREAU MANAGER*	P-37/1	30.553	32.080	33.684	35.369	37.137	38.262	39.027	39.808	40.803

\* Hired on or after 07/01/2010

## EXHIBIT "A" CONTINUED

EFFECTIVE JANUARY 6, 2018	RANGE	START	AFTER	MERIT + ONE YEAR							
		RATE	6 MOS	---IN PRIOR STEP---							
POLICE - CIVILIAN		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	
PBX OPERATOR	P-07	13.521	14.197	14.907	15.652	16.435	16.933	17.271	17.617	18.057	
PBX OPERATOR*	P-07/1	13.105	13.760	14.448	15.171	15.929	16.412	16.740	17.075	17.502	
PROPERTY/EVIDENCE TECH	P-09/A	18.233	19.145	20.102	21.107	22.162	22.834	23.290	23.756	24.350	
PROPERTY/EVIDENCE TECH*	P-09/A/1	17.672	18.556	19.484	20.458	21.481	22.132	22.574	23.026	23.601	
POLICE RECORDS SPECIALIST	P-09/B	18.587	19.516	20.492	21.517	22.593	23.277	23.743	24.218	24.823	
POLICE RECORDS SPECIALIST*	P-09/B/1	18.015	18.916	19.862	20.855	21.898	22.561	23.012	23.473	24.060	
RECORDS SPEC SUPERVISOR	P-15	25.411	26.681	28.016	29.416	30.887	31.823	32.459	33.109	33.936	
RECORDS SPEC SUPERVISOR*	P-15/1	24.629	25.861	27.154	28.512	29.937	30.844	31.461	32.090	32.893	
COMMUNITY SERVICE OFFICER	P-19	20.584	21.613	22.694	23.829	25.020	25.778	26.294	26.820	27.490	
COMMUNITY SERVICE OFFICER*	P-19/1	19.951	20.949	21.996	23.096	24.251	24.985	25.485	25.995	26.645	
POLICE SECRETARY	P-20	20.807	21.847	22.939	24.086	25.291	26.057	26.578	27.110	27.788	
POLICE SECRETARY*	P-20/1	20.167	21.175	22.234	23.346	24.513	25.256	25.761	26.276	26.933	
POLICE OFFICER TRAINEE	P-21	22.544	- SIX MONTH POSITION -								
POLICE OFFICER TRAINEE*	P-21/1	21.850	- SIX MONTH POSITION -								
POLICE ADMIN SPECIALIST	P-22	22.888	24.032	25.234	26.495	27.820	28.663	29.236	29.821	30.567	
POLICE ADMIN SPECIALIST*	P-22/1	22.184	23.293	24.458	25.681	26.965	27.782	28.337	28.904	29.627	
SENIOR POLICE SECRETARY	P-22	22.888	24.032	25.234	26.495	27.820	28.663	29.236	29.821	30.567	
SENIOR POLICE SECRETARY*	P-22/1	22.184	23.293	24.458	25.681	26.965	27.782	28.337	28.904	29.627	
ANIMAL CONTROL OFFICER											
CRIME PREV SPECIALIST	P-23	22.979	24.128	25.335	26.601	27.931	28.778	29.353	29.940	30.689	
ANIMAL CONTROL OFFICER*											
CRIME PREV SPECIALIST*	P-23/1	22.272	23.386	24.555	25.783	27.072	27.893	28.450	29.019	29.745	
COMMUNICATIONS OPERATOR	P-25	24.249	25.461	26.734	28.071	29.474	30.367	30.975	31.594	32.384	
COMMUNICATIONS OPERATOR*	P-25/1	23.503	24.678	25.912	27.207	28.568	29.433	30.022	30.622	31.388	
SR ANIMAL CONTROL OFFICER	P-30/A	25.465	26.739	28.076	29.479	30.953	31.891	32.529	33.180	34.009	
SR ANIMAL CONTROL OFFICER*	P-30/A/1	24.682	25.916	27.212	28.573	30.001	30.910	31.529	32.159	32.963	
COMM SERVICE OFFICER II	P-30/B	23.888	25.082	26.336	27.653	29.036	29.916	30.514	31.124	31.902	
COMM SERVICE OFFICER II*	P-30/B/1	23.153	24.311	25.526	26.803	28.143	28.996	29.576	30.167	30.921	
YOUTH SERVICE OFFICER	P-31	22.021	23.122	24.278	25.492	26.766	27.577	28.129	28.692	29.409	
YOUTH SERVICE OFFICER*	P-31/1	21.344	22.411	23.531	24.708	25.943	26.729	27.264	27.809	28.504	
COMMUN OPER SUPERVISOR	P-32	28.989	30.438	31.960	33.558	35.236	36.304	37.030	37.770	38.715	
COMMUN OPER SUPERVISOR*	P-32/1	28.097	29.502	30.977	32.526	34.152	35.187	35.891	36.609	37.524	
SUPPORT SERVICES MANAGER	P-35	28.706	30.141	31.648	33.231	34.892	35.950	36.668	37.402	38.337	
SUPPORT SERVICES MANAGER*	P-35/1	27.823	29.214	30.675	32.209	33.819	34.844	35.541	36.252	37.158	
BUREAU MANAGER	P-37	32.152	33.760	35.448	37.220	39.081	40.265	41.070	41.892	42.939	
BUREAU MANAGER*	P-37/1	31.164	32.722	34.358	36.076	37.880	39.027	39.808	40.604	41.619	

\* Hired on or after 07/01/2010