

CITY COUNCIL RESOLUTION NO. 23-72

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ADOPTING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IRVINE AND THE IRVINE POLICE ASSOCIATION (IPA), AND SUPERSEDING ALL PREVIOUS IPA MEMORANDUMS OF UNDERSTANDING, EFFECTIVE THE PAY PERIOD THAT INCLUDES JULY 25, 2023

WHEREAS, the City of Irvine (City) and the Irvine Police Association (IPA) have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act and City Council Resolution No. 341; and

WHEREAS, the City and IPA have reached agreement on wages, benefits, hours, and other conditions of employment for the period of July 25, 2023, through June 30, 2026; and

WHEREAS, a previous Memorandum of Understanding between the City of Irvine and the IPA was adopted by the City Council pursuant to Resolution No. 22-84.

NOW, THEREFORE, the City Council of the City of Irvine DOES HEREBY RESOLVE that the 2022-2026 Memorandum of Understanding, attached hereto as Exhibit A, between the City and IPA is approved and adopted. The compensation policy provided for by this resolution shall be operative from and after 12:01 a.m. on the twenty fifth day of July 2023, unless otherwise stated. All previous resolutions are hereby repealed effective on the operative date of this resolution.

PASSED AND ADOPTED by the City Council of the City of Irvine at a regular meeting held on the 25th day of July 2023.


MAYOR OF THE CITY OF IRVINE

ATTEST:


CITY CLERK OF THE CITY OF IRVINE

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF IRVINE)

I, CARL PETERSEN, City Clerk of the City of Irvine, HEREBY DO CERTIFY that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Irvine, held on the 25th day of July 2023.

AYES: 4 COUNCILMEMBERS: Agran, Kim, Treseder, and Khan

NOES: 0 COUNCILMEMBERS: None

ABSENT: 1 COUNCILMEMBERS: Carroll

ABSTAIN: 0 COUNCILMEMBERS: None



CITY CLERK OF THE CITY OF IRVINE



MEMORANDUM OF UNDERSTANDING
BETWEEN
IRVINE POLICE ASSOCIATION
AND
CITY OF IRVINE

NOVEMBER 12, 2022 TO JUNE 30, 2026

EXHIBIT A

IRVINE POLICE ASSOCIATION

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MEMORANDUM OF UNDERSTANDING

BETWEEN

IRVINE POLICE ASSOCIATION

AND

CITY OF IRVINE

NOVEMBER 12, 2022 TO JUNE 30, 2026

PREAMBLE

This Memorandum of Understanding, hereinafter referred to as the "Agreement" or "MOU," entered into by the CITY OF IRVINE, herein referred to as "City," and the IRVINE POLICE ASSOCIATION, hereinafter referred to as "Association," has as its purpose the promotion of harmonious labor relations between the City and the Association, establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work, and other conditions of employment.

Article 1 – Recognition

The Association is the exclusive representative of the classifications of Police Officer and Police Sergeant.

Article 2 – City Rights

Except as expressly limited by this MOU or other applicable laws, the City retains the exclusive right (a) to direct employees of the Police Department; (b) to hire, promote, transfer, and assign employees to positions within the Department consistent with applicable classifications; (c) to dismiss employees because of lack of work; (d) to reprimand, demote, suspend or discharge employees; (e) to determine the mission of the Department, its budget, its organization, the number of employees and the methods and technology of performing its work; (f) to take whatever action may be appropriate to carry out its mission in situations of emergency. The parties further understand that all rights not clearly and expressly limited by this MOU are expressly reserved to the City, even though not enumerated.

Article 3 – Employee Rights

Employees covered under this Agreement shall be entitled to all rights specified under Government Code section 3300 et seq., and Irvine Police Department Procedure relating to "Public Safety Officers Procedural Bill of Rights." Employees shall have the right to have documented disciplinary actions or other adverse documented incidents removed from their Department personnel files pursuant to Police Department Procedure 2.02.17. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated by the City because of his exercise of these rights.

Article 4 – Association Rights

A. Payroll Deductions

The City agrees to continue payroll deductions to Association on behalf of its members for dues, and/or any insurance plan sponsored by the Association, unless authorization to make such deductions is canceled in writing by the individual employees.

B. Release Time for Association Business

In order to allow the Association an opportunity to handle the business affairs of its members including handling of grievances, the City shall, at the beginning of each calendar year, establish the annual time banks specified below for Association use, to be used as authorized by the Association President, as the chief executive officer of the Association, and, in his/her absence, the Vice President. The Association agrees, however, that the effective operations of the Police Department are not to be adversely affected by the use of the time bank by the Association members. If the Association members' absence does not impact minimum staffing levels, or other vital departmental operations as determined by the Division Commander or the Lieutenant in charge, the employee shall be released without restrictions. It is also understood that time for the annual meet and confer preparation and meetings and/or any special meetings called by the City shall not be charged against the time bank. It is also understood that hours from the time bank will not be carried over from year to year. The time bank will be a maximum of 420 hours per year for all Association business related to this unit of representation as described in Article 1.

Article 5 – Grievance Procedure

A. Matters Subject to the Grievance Procedure

A grievance may be filed for any alleged violation of any Personnel Rule and Regulation dealing with required subjects of bargaining that are not specifically reserved to the City in the City Rights clause, Article 2; for an alleged violation of an express provision the Memorandum of Understanding (MOU); or alleged violation of established and commonly accepted safety practices or procedures. The grievance procedure shall not be used to establish new policies or change any existing rules and regulations. It shall not be used in connection with disciplinary actions or other matters for which appeals procedures exist under the Personnel Ordinance, Personnel Rules and Procedures or pursuant to statute.

B. Informal Grievance Adjustment

Whenever possible, an employee who has a complaint should try to solve the problem through informal discussion with his/her immediate supervisor without delay, and in no event later than fourteen (14) calendar days after the event giving rise to the complaint. The immediate supervisor shall make whatever investigation he/she deems necessary and reply within fourteen (14) calendar days.

If the employee is not satisfied with the decision reached through the informal discussion, and/or some other extenuating circumstances exist, he/she may bring the matter to the attention of the next level of authority within fourteen (14) calendar days of such decision. If the employee is still not satisfied with the decision, he/she may file a formal grievance within fourteen (14) calendar days after having received the reply.

In incidents involving an employee group, a representative of the involved group may meet with a designated representative of the City in an informal attempt to resolve the matter. Employees have the right to authorize the Association to represent them in any grievance under this provision, informal or formal.

C. Formal Grievance Procedure

1. First Level

The formal grievance procedure may be followed on matters subject to this procedure only after failure to resolve a problem through informal grievance

adjustment. If, after this discussion, the employee is not in agreement with the decision reached, he/she may, within thirty (30) calendar days, file a formal grievance in writing to the Police Chief with a copy to the Director of Human Resources setting forth the section(s) of the MOU or Personnel Rules and Regulations allegedly violated and reciting all the facts and circumstances constituting the claimed violation. The Police Chief shall make whatever investigation he/she deems necessary to allow fair consideration of the situation and shall present a written reply to the employee within thirty (30) calendar days after receipt of the grievance. A copy of the reply shall be forwarded to the Personnel Officer.

2. Second Level

In the event the grievant is not satisfied with the decision at the department director level, the grievant may appeal the decision to the Personnel Officer or his/her designee, within fourteen (14) calendar days of receipt of the decision. This written appeal statement should include a copy of the original grievance, the decision rendered at the previous level, and a clear, concise statement of the reasons for the appeal. The written appeal described herein shall not expand the scope of the formal grievance submitted to the department director. The Personnel Officer or his/her designee shall communicate a decision within fourteen (14) calendar days after receiving the appeal. Either the grievant or the Personnel Officer may request a personal conference within the foregoing limits to discuss the grievance. Either party may have a representative present at such a conference.

3. Third Level

If the grievant is not satisfied with the decision by the Personnel Officer and the grievance alleges violation of the MOU, he/she may request the Association to submit the grievance to advisory arbitration, or appeal directly to the City Manager.

a. Advisory Arbitration

If the Association concurs with the employee request for advisory arbitration, the Association shall, within twenty-eight (28) calendar days of the Personnel Officer's decision, submit a request in writing to the Personnel Officer for advisory arbitration of the dispute and the City

shall comply with the request, except in cases of disputed arbitrability. The Association and the City shall attempt to agree upon an arbitrator and if no agreement can be reached, the parties shall request the State Mediation and Conciliation Service to supply a panel of seven (7) names of persons experienced in hearing grievances for cities. Each party shall alternately strike a name until only one name remains. The remaining panel member shall be the Advisory Arbitrator. The party who strikes first shall be determined by mutual agreement or by flipping a coin.

The fees and expenses of the arbitrator and the hearing shall be borne equally by the City and the Association. All other expenses, including fees and costs for witnesses and representatives, shall be borne by the party incurring them.

The Advisory Arbitrator shall, as soon as possible, hear evidence and render a decision on the issue or issues alleged in the grievance that were submitted to advisory arbitration. If the parties cannot agree upon the issues for the arbitrator to decide, the arbitrator shall determine the issue(s) to be decided. In cases where the City contends that the grievance submitted is not arbitrable, the Advisory Arbitrator shall rule on the arbitrability of the issues.

The arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement or City policy.

After a hearing and after both parties have had an opportunity to make written arguments, the Advisory Arbitrator shall submit, within thirty (30) calendar days, to all parties, the written findings and advisory recommendations that he/she has prepared.

The City Manager has the power to render a final decision of a grievance which shall be binding on all parties. If, upon review, the City Manager determines that he/she is unable to render a final determination on the record, he/she may reopen the record for the taking of additional evidence prior to rendering the binding decision. Said decision of the City Manager shall be provided to all parties within

thirty (30) calendar days of his/her receipt of the Advisory Arbitrator's findings and recommendations.

b. City Manager Review

If the Association does not concur with the employee request for advisory arbitration, the employee, within thirty-five (35) calendar days of the Personnel Officer's decision, may request and shall be granted a hearing by the City Manager which will be closed to the public but open to all parties at interest for final resolution of the grievance.

In instances where the City Manager hears a grievance, he/she shall conduct such hearings, which will be closed to the public but open to all parties in interest as he/she may deem necessary, and shall render a final and binding decision within thirty (30) calendar days following the conclusion of the hearing.

D. General Conditions

1. The Personnel Officer shall receive and retain copies of all written materials pertaining to the grievance.
2. At any step of the informal grievance adjustment or formal grievance procedure, a department director, supervisor, or employee may request a representative of Human Resources to participate in any discussions which may take place. Grievances may be initiated by the concerned employee or the Association.
3. A formal grievance, not involving a specific supervisor or department director, may be submitted directly to the Personnel Officer.
4. An employee may represent himself/herself or select whomever he/she desires to represent him/her in the grievance procedure.
5. If an employee fails to proceed with a grievance within any of the time limits specified in this policy, the grievance shall be deemed settled on the basis of the last decision reached.

6. If management fails to respond within any of the time limits specified in this policy, the employee may proceed to the next level as if management responded on the last day possible.
7. An extension of the time limits specified in this process may be provided when mutually agreed upon by all parties concerned.

Article 6 – Disciplinary Action

A. Disciplinary Authority

The department director shall have the right, for reasonable cause, to demote, dismiss, reduce in pay or suspend without pay for up to thirty (30) calendar days any regular member of unit. In addition, certain discipline is subject to the process provided for in Attachment VII to this MOU in accordance with Government Code Section 3304.5.

B. Discipline Procedure

An authorized departmental manager or supervisor proposing that action be taken shall provide the employee with written notice of the proposed action. The written notice shall contain the date it is intended to be effective, the charge(s) and facts on which the proposed action is based, and notification that the employee is entitled to respond to the charges orally or in writing to the department director or designee within seven (7) calendar days of receipt of notification. Failure of the employee to make a written or oral response or request will constitute waiver of the right to respond. Further, the employee shall be provided with the relevant written materials, written reports and documents considered by the departmental manager or supervisor in reaching his/her decision to propose the action.

The director will hear employee responses on all contemplated disciplinary actions which propose a penalty equal to or more severe than a forty-hour suspension without pay, while his/her designee may hear those responses where less severe discipline is proposed.

If the employee elects to respond in person, a meeting shall be scheduled with the department director or his/her designee, whichever is applicable, at which time the employee shall be given the opportunity to respond to the proposed action. The

employee shall be entitled to be represented by counsel or other person of his/her choosing at the meeting.

If after following the above procedure discipline is implemented, a written notice of discipline shall be served upon the employee. Said notice shall inform the employee of his/her appeal rights, if any.

The City shall have the right to put any employee on immediate paid administrative leave pending investigation and processing of any potential disciplinary action. The provisions of this Article shall not apply to reductions in pay which are part of a general plan to reduce salaries and wages or to eliminate positions.

C. Appeal

1. Right of Appeal

When formal disciplinary action has been taken by the department director or designee and the employee has received written notification of the action, the employee shall have the right to appeal as provided below. Failure to appeal by the employee or his/her representative will make the disciplinary action final and conclusive.

2. Appeal Procedure

An employee who has passed initial probation who has been demoted, dismissed, reduced in pay or significantly suspended without pay, may appeal to the City Manager within fourteen (14) calendar days after having been furnished with a copy of the notice of discipline by filing a written answer to such charges and requesting a hearing thereon.

3. Hearing Procedure

a. The City Manager shall appoint a Hearing Officer to conduct hearings on appealable disciplinary actions imposed pursuant to this Article. The hearing shall commence within ninety (90) days from the receipt of the appeal unless otherwise agreed to by the department director and the employee or their respective designees.

- b. Hearings shall be conducted in the manner most conducive to determination of the truth, and the Hearing Officer shall not be bound by technical rules of evidence.
- c. The Hearing Officer shall determine the relevancy, weight and credibility of testimony and evidence. The Hearing Officer shall base his/her findings on the preponderance of evidence.
- d. Each side will be permitted an opening statement and closing argument. The department director shall first present his/her witnesses and evidence to sustain the charges and the employee will then present his/her witnesses and evidence in defense.
- e. Each side will be allowed to examine and cross-examine witnesses.
- f. Both the department director and the employee or their respective designees may be represented by legal counsel.
- g. The Hearing Officer shall, if requested by either party, subpoena witnesses and/or require production of other relevant records or material evidence.
- h. The Hearing Officer may, prior to or during a hearing, grant a continuance for any reason he/she believes to be important to his/her reaching a fair and proper decision.
- i. The Hearing Officer shall prepare a recommended decision and forward it to the City Manager after the matter of appeal was taken under submission by the Hearing Officer. The recommended decision shall set forth which charges the Hearing Officer sustains or does not sustain and the reasons therefore.
- j. After receiving the recommendation of the Hearing Officer, the City Manager may sustain or reject any or all of the charges filed against the employee. He/she may sustain, reject or modify the disciplinary action invoked against the employee.

- k. The employee or his/her representative may obtain a copy of the transcript of the hearing upon request and agreement to pay for necessary costs.

D. Dismissal

Dismissal of any employee from the competitive service shall, unless otherwise ordered:

1. Constitute a dismissal as of the same date from all positions which the employee may hold in the competitive service.
2. Result in an automatic removal of the employee's name from all employment lists on which it may appear.
3. Terminate the salary of the employee as of the effective date of his/her dismissal, as indicated in the notice of discipline except that he/she shall be compensated for any unpaid salary, unused vacation and unused compensatory time off to his/her credit as of the date of dismissal.

Article 7 – Existing Conditions of Employment

It is the understanding of the parties that the wages, hours and other terms and conditions of employment within the lawful scope of representation of the Association currently enjoyed by Police Officers and Sergeants will not be reduced and shall remain in full force and effect during the entire time of this Understanding, except as expressly provided herein or except by mutual agreement.

Article 8 – Wages

Salary Adjustments

The criteria for advancement within salary ranges which appear in the City's Personnel Rules and Regulations are set forth in Attachment II. The salary ranges of classifications covered by this Agreement shall be as set forth in the Schematic Arrangement of Class Titles and salary ranges as shown on Attachment III.

Effective the pay period that includes November 12, 2022, the base salary of the employees in this bargaining unit shall be increased by eleven percent (11%).

Effective the pay period that includes July 1, 2024, the base salary of the employees in this bargaining unit shall be increased by three and one-half percent (3.5%).

Effective the pay period that includes July 1, 2025, the base salary of the employees in this bargaining unit shall be increased by three and one-half percent (3.5%).

Article 9 – Overtime

A. General Overtime

All Police Officers and Sergeants shall be entitled to overtime compensation at the rate of one and one-half times the employee's regular rate of pay for all time worked or deemed to have been worked (which includes authorized absences for sick leave, holiday, vacation and other paid leaves of absence or time taken for compensatory time off) in excess of: a) the employee's regularly scheduled daily work shift; or b) 80 hours per two-week pay period. Payment of overtime will not be cumulative based on these two criteria. Thus, for example, if an employee works 11 hours while on an assigned 10-hour work shift in a day which results in the employee working 81 hours in a two-week pay period, the employee would only be entitled to receive one hour of overtime. The parties understand that the City's adoption of the 28-day, 171-hour work period pursuant to Section 7(k) of the Fair Labor Standards Act remains in full force and effect. However, overtime entitlements will be based on the two criteria set forth above: a) ten or twelve and one-half hours per day, depending on assigned work shift; or b) 80 hours per two-week pay period.

Unit members shall be paid for all hours worked. Unit members record hours worked in fifteen-minute increments of time. When an employee works less than eight minutes into the next pay increment, the time should round down to zero. When an employee works eight minutes or more into the next payroll increment, the time rounds up to fifteen minutes.

In calculating an employee's regular rate of pay for overtime purposes, in addition to an employee's base rate of pay, the following incentive pays shall be included to the extent that an employee qualifies for the particular incentive pay:

- a) Standby pay (dollars, not hours)
- b) Court standby pay (dollars, not hours)
- c) Firearms qualification compensation
- d) Intermediate P.O.S.T Certificate
- e) Advanced P.O.S.T Certificate
- f) Supervisor's P.O.S.T Certificate
- g) Article 15-Special Assignment Compensation

B. Special Events

It shall be the responsibility of the "Assigned Lieutenant" to monitor the application of the special events policy, and he or she has the authority to adjust elements of this policy as circumstances/events necessitate.

Police Officers and Sergeants who work special events shall be compensated according to the general overtime provisions noted in Article 9, Section A.

Commercial special events will be scheduled at a minimum of four (4) hours and all non-profit special events will be scheduled at a minimum of three (3) hours except for football games which will be scheduled for a minimum of four (4) hours.

Sign-up procedure for Special Events Overtime shall be as follows:

- a. When possible, special event overtime rosters will be posted a minimum of ten (10) calendar days prior to the event;
- b. To assure fairness in availability of special events overtime, the Coordinator shall use a system for alternating routine sign-up lists to-a supervisor in charge of individual patrol shifts or specialty areas. In all cases, the list may be rotated among on duty personnel within that section receiving first priority, but must be placed in the special events schedule book by the end of the first day after the list is furnished. During this period, the shift or specialty supervisor or his/her designee may make an attempt to contact both on and off duty personnel assigned to that shift/area to determine their desire to work the

assignment. The shift or specialty supervisor or designee may sign the name of the person contacted on the sign-up list, and initial same;

- c. At the top of each overtime roster, a "posting date" and an "open date" will be listed;
- d. During the first three (3) calendar days a roster is posted, on which there are two scheduled events an individual will be limited to one sign-up per roster list. On rosters containing more than two scheduled events, an individual will be limited to a maximum of two sign-ups per list;
- e. Commencing on the fourth (4th) calendar day, (open day), there will be no limit on the number of times an individual may sign up;
- f. Last minute events (within five (5) calendar days of the event) will be posted on a separate list and placed directly in the Special Events Schedule Book by the Coordinator for immediate filling;
- g. Violations of any provision of this process may result in restriction of working Special Events as follows: 1st violation - 30 calendar days; 2nd violation - 60 calendar days; 3rd violation - remainder of the calendar year;
- h. Each time an individual signs a slot on the special event overtime roster he/she will place the date adjacent to his/her name;
- i. Individuals may sign up for themselves only and shall not remove their name from an overtime roster without approval of a supervisor who must initial the change;
- j. Special events overtime roster sign-ups will be limited to full-time sworn personnel with the following exceptions:

(1) Three (3) calendar days prior to a scheduled event, the Special Events Coordinator may fill vacant positions on a previously posted roster.

(2) Any school sponsored event where associated student body funds are utilized for payment, i.e., basketball games and dances, may be filled with a combination of full-time sworn and reserve personnel.

(3) Individuals signing up for a special event shall be subject to the direction of the Special Events Coordinator under normal circumstances; however, in the event of an emergency or unusual occurrence, the ranking officer present will assume command control of the situation.

(4) Minimum staffing levels established for an event do not preclude the Coordinator from adding personnel when the need dictates. In such cases, additional positions would be added as a supplement to the original roster and placed directly in the Special Events Book by the Coordinator.

(5) Any employee on a performance action plan is prohibited from working a special event.

- k. On special event assignments where a supervisor's position is listed for a specific detail, another position with the same amount of hours shall be designated "Officer." Only Police Officers will be allowed to sign up for this position, except pursuant to Section j.(1) above. If no supervisor's position is designated, the detail will be open to all sworn personnel below rank of Lieutenant.

C. Compensation for Court Stand-by and Appearance Time

1. Standby Time

Any off duty employee required to be on call to promptly respond for court appearance, will receive a sum equivalent to two hours of regular salary at his/her regular hourly rate of pay. In the event that a morning on-call status continues beyond the court's noon recess, the employee will receive an additional sum equal to two hours at his/her hourly regular hourly rate of pay. If the employee is not placed off-call 48 hours prior to 0900 the morning of the

subpoena appearance date, the employee will receive two (2) hours of standby time.

2. Court Appearance Time

Any employee who is off duty and is required to appear in court will receive premium overtime compensation at a time and one-half for the actual hours required for the court appearance with a minimum of three (3) hours. When such court appearance requires the employee to be in attendance before and after the court lunch recess, such lunchtime will be included in determining the employee's court overtime pay.

An employee who is on call for a morning session and is called in to appear for that same morning session shall be paid for the time of the actual appearance at his/her overtime rate with a minimum of three (3) hours. If an employee is on-call for a morning session and is subsequently called in to appear that afternoon, that employee shall be paid standby pay for the morning (two (2) hours at his/her regular hourly rate of pay) and court appearance pay for the afternoon (time for the actual call with a minimum of three (3) hours).

3. DMV Hearings

Employees who participate in a DMV hearing while off-duty will receive a minimum of three (3) hours of overtime or the actual time, whichever is greater. If the hearing scheduled during the employee's off-duty time is cancelled and the employee is not notified 48 hours prior to the scheduled time, the employee will receive the three (3) hours of overtime.

D. Firearms Qualification Compensation

Police Officers and Sergeants assigned to shifts that do not overlap normal shooting range hours shall be eligible for overtime compensation of time and one-half for actual hours spent qualifying at the range. It is expressly understood that Officers will be required to qualify at the discretion of the City, but that such requirement will be no less than every other month.

E. Call-Back Pay

Employees called into work will be compensated from the time of the call until they are released by their supervisor after their work is completed but will be provided a minimum of two hours premium overtime compensation. Such employees do not receive pay after completing their work assignment (i.e., they do not receive pay for traveling away from the City).

Article 10 – Benefits

A. The City shall provide the following as options to the employee for employee and dependent coverage:

Medical

- One (1) indemnity medical plan
- Two (2) health maintenance organizations (HMO)

Dental

- One (1) dental HMO (Guardian)
- One (1) group dental PPO (Guardian)

Vision

- One (1) vision care plan

B. The total cost to the City for medical, dental, and vision insurance shall not exceed the following per month:

Employee Only	\$694.04
Employee Plus One	\$754.04
Family	\$1064.31

The medical tier that the employee selects will drive the insurance cap that is applied to the employee’s health benefit selections. To the extent provided by the Internal Revenue Code, any premiums paid by an employee through payroll deductions for insurance coverage described herein shall continue to be paid with pre-tax dollars.

- C. Employees have the option of enrolling themselves and/or their dependents into a no-cost medical plan rather than being subject to the cap as set forth in Article 10, item B, above. Under the no-cost plan, the City will provide any HMO Medical Plan and any HMO Dental Plan offered by the City, as described in Article 10, item A, above. Under this option, employees may choose to upgrade from the HMO Dental Plan to the PPO Dental Plan, however the employee will be required to pay the difference in premium between the HMO Dental Plan and the PPO Dental Plan.

Effective January 1, 2015, any increase in the cost of the HMO Medical Plans over the costs in effect December 31, 2014, will be borne as follows: The City will pay 95% of the increased cost, and employees enrolled in HMO Medical Plans will pay the remaining 5% of cost increases in annual premiums. Each year thereafter, the amount paid by employees in prior years will be added to that portion of the increase (five percent 5%) the employees will pay in the current year.

- D. Affordable Care Act Reopener

The City may reopen the MOU on the issue of health insurance solely for the purpose of discussing potential penalties or taxes under the Affordable Care Act. The City shall make no changes to health insurance benefits or City contributions toward health insurance benefits under the reopener, absent mutual agreement between the City and IPA.

- E. Employees not claiming dependents on their medical, dental, psychological, and vision plans shall receive \$150 per month. The stipend may be taken as taxable cash.

Employees who are able to demonstrate to the City's satisfaction that they have minimum essential coverage as defined by the Affordable Care Act, (through another source other than coverage in the individual market, whether or not obtained through Covered California) may opt out of participation in the City's health plan.

- F. Employees covered by this Agreement who are over the age of 40 will have the option to participate in a "City of Irvine Cardiovascular Health and Wellness Physical Exam" or comparable physical exam, as determined by the City, as described in Attachment VI.

It is further understood and agreed upon that the results of these surveys are strictly confidential and are protected under the doctor-patient privilege. The Department and the City do not have a right to obtain the results of this survey or to use this survey to inquire to the fitness of the employee to perform his/her job relative to this survey. Any disclosure of results of this survey shall be done by the affected employee only. This survey will be done while on duty with the officer being allowed to flex his/her schedule. The program shall ensure that female patients who so request will be examined by a female physician.

G. Citywide Insurance Committee

The Citywide Insurance Committee shall be composed of one representative from each of the following: Irvine Police Association (IPA), Irvine Police Management Association (IPMA), Irvine Professional Employees Association (IPEA), Irvine City Employees Association (ICEA), Supervisory/Administrative employees (ASAP), Management employees, Confidential employees, and the Manager of Human Resources who shall be the Chairperson of the Committee.

The functions of the Committee shall be to review coverages, cost containment methods, claims processing service, and claims experience. The Committee will be provided with such information as claims history, and proposed changes in rates or coverages.

H. Disability Insurance

1. The City shall provide major disability coverage with benefits at 66-2/3% of the employee's monthly earnings.
2. Pursuant to the City of Irvine Personnel Rules and Procedures, Article 14, Section 6, the City shall continue to pay for the health and dental benefits for the first six months for the employee out on long-term disability.

I. Life Insurance

Employees covered by this Agreement shall be provided a life insurance plan in the amount equal to an employee's annual base salary, excluding overtime, rounded to the nearest \$1,000.

J. Flexible Benefits

The City has implemented a Flexible Spending Account (IRS Code Section 125) to provide employees a mechanism by which they may reduce their salary and pay for eligible expenses with pre-tax dollars.

K. Funeral Expenses

In the event an employee covered by this agreement is killed in the line of duty, the City will contribute \$10,000 to the employee's designated beneficiary to offset expenses.

Article 11 – Retirement Plan

A. The provisions of this Section A shall apply to employees who, as of February 2, 2002, elected to decline CalPERS benefits and remain in the City of Irvine Defined Benefit Pension Plan ("City Plan").

1. Sergeants and Police Officers retiring from service, shall be entitled to an annual benefit at retirement (eligible at 50 with 5 or more years of service) of two and one-half percent (2.5%) of the single highest year's salary for each year of service under the plan, which sum shall be paid over a twelve-month period. Employee shall become fifty (50) percent vested in said retirement benefits upon successful completion of the probationary period. Such vested interest shall increase annually thereafter at the rate of five (5) percent to a total of one hundred percent (100%), and in the event that an eligible employee continues to work beyond the age of fifty that employee shall receive retirement benefits in an annual amount equal to the following schedule:

<u>Retirement Age</u>	<u>Percentage of Earnings</u>
50	2.50%
51	2.60%
52	2.70%
53	2.80%
54	2.90%
55 or higher	3.00%

The Professional Achievement Bonuses set forth in Article 14 shall be included in the base compensation upon which retirement benefits and contributions are calculated.

The City shall contribute up to 29.50% of base pay, towards the retirement benefit.

Said plan shall further provide employees covered by this MOU an opportunity to receive retirement benefits in a monthly amount equal to at least fifty percent (50%) of the employee's single highest year's base salary compensation, excluding overtime, bonus, incentive pay, etc., while employed with the City in each and every case where the employee is incapacitated from performance of his/her duties as a result of an illness or injury incurred during the course and scope of employment with such benefits to extend from date of retirement for life.

An employee hired prior to July 1, 1998, who has five (5) years of service as a sworn Irvine employee and who is incapacitated from performance of his/her duties as a result of an illness or injury incurred outside the course and scope of employment shall have the opportunity to receive retirement benefits in a monthly amount equal to at least 50% of the average of the employee's highest annual compensation. Employees hired on or after July 1, 1998, must have at least ten (10) years of service as a sworn Irvine employee to be eligible for this benefit. Separation due to involuntary retirement for disability shall not be considered discipline for the purposes of this Article. Procedures for contesting separation due to involuntary retirement shall be as set forth in the City's Defined Benefit Plan.

Retirement allowances paid to retirees who retire after July 1, 1988, shall be increased annually by 2%. Those retiring employees who elect a lump sum distribution of their retirement funds forego any cost-of-living adjustments.

It is the understanding and intent of the parties that the City's contribution of up to 29.50% will pay the entire cost of such a retirement program for the period of this MOU. It is further understood that such a benefit may have increased costs after that time; and if it is the desire of the parties to continue such a

benefit, the obligation to pay such increased costs shall be subject to the meet and confer process.

Effective August 11, 2013, the parties agree to the following modifications to be applicable only to active employees in the plan as of August 11, 2013:

- a. In addition to base pay and the Professional Achievement bonus, base compensation upon which retirement benefits and contributions are calculated will include any other Special Assignment pay identified in this Memorandum of Understanding, Article 15 – SPECIAL ASSIGNMENT COMPENSATION.

Employees enrolled in the City Plan shall contribute 12% of pensionable base compensation as the Mandatory Employee Contribution.

- b. The City's contribution to the plan will be actuarially determined.

2. Purchase of Service Credits

Employees covered by this City Plan may meet with City Human Resources/Risk Management staff to discuss buy-back of up to four years active duty military time and full-time sworn police experience not to exceed two years. Service credit buy-back shall be calculated pursuant to the Retirement Plan study completed by Alexander and Alexander in 1992 or as updated. The full cost of such buy-back time shall be assumed by the employee, with there being no cost to the retirement plan.

3. Retirement Plan Governance

The City shall exercise oversight of the Defined Benefit Pension Plan.

4. Participation

All employees who elected to remain in the City of Irvine Defined Benefit Pension Plan shall not be entitled to any CalPERS benefits, past, present or future, as provided under Section B of this Article. Employees who elected to remain in the City of Irvine Defined Benefit Pension Plan shall continue participation until the employee terminates his/her employment from the City for any reason.

B. The provisions of this Section B shall apply to employees who, as of February 5, 2002, elected to waive their rights in the City of Irvine Defined Benefit Pension Plan and who elected to transfer to the CalPERS program.

1. The City's contract with CalPERS shall include the following options:
 - 3% @ 50 Full Formula for Local Police Safety Members (Cal. Govt. Code Section 21362.2)
 - One Year Final Compensation (Cal. Govt. Code Section 20042)
 - Military Service Credit as Public Service (Govt. Code Section 21024), in which the employee pays the entire cost
 - Post Retirement Survivor Allowance (Cal Govt. Code Sections 21624, 21626 & 21628)
 - Improved Non-Industrial Disability Allowance (Cal. Govt. Code Section 21427)
 - 4th Level 1959 Survivor Benefits (Govt. Code Section 21574).

All employees hired on or after the effective date of the CalPERS contract (February 5, 2002) shall become members of the CalPERS Retirement Program. All employees of the Association shall be members of CalPERS, unless they elected to stay in the Sworn Employees Retirement Plan referenced in Article 11, Section A through the irrevocable election process. All Association members covered by CalPERS shall no longer be entitled to any benefits, past or future, provided under the Sworn Employees Retirement Plan referenced in Article 11, Section A.

Once a member of the CalPERS Retirement Program, such participation shall continue until the employee terminates employment with the City for any reason.

2. All "New Members" within the meaning of the California Public Employees Pension Reform Act of 2013 hired by the City on or after January 1, 2013, will be placed in the Sworn Tier 3 Plan; 2.7% at 57.

Member Contributions:

- a. All "New Members" hired by the City on or after January 1, 2013, will pay the full employee contribution, which will be one-half the normal cost rate as determined by CalPERS.
- b. For employees who are members of the City's 3% at 50 CalPERS plan, the full nine percent (9%) member contribution will be paid by the member, through pre-tax payroll deduction. The City has adopted the CalPERS resolution in accordance with IRS Code Section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

3. Cost Sharing:

- a. All unit members enrolled in CalPERS who are not new members under PEPPRA currently contribute an amount through payroll deductions equal to an additional three percent (3.0%) of compensation earnable as cost sharing of the City's required contribution to CalPERS under Government Code Section 20516(f).

Effective the pay period including July 1, 2024, these employees shall contribute through payroll deductions an additional one-half percent (0.5%) of compensation earnable as cost sharing of the City's required contribution to CalPERS under Government Code Section 20516(f), for a total of three and one-half percent (3.5%).

Effective the pay period including July 1, 2025, these employees shall contribute through payroll deductions an additional one-half percent (0.5%) of compensation earnable as cost sharing of the City's required contribution to CalPERS under Government Code Section 20516(f), for a total of four percent (4%).

These cost sharing deductions shall be made on a pre-tax basis to the extent allowed under applicable law. These employees are responsible for paying additional pension contributions as noted above as cost sharing in accordance with Government Code Section

20516(f). To the extent permitted by law, the parties agree that these additional pension contributions as noted above shall be considered member contribution per Government Code Section 20516.5.

However, the City shall be under no obligation to amend its contract with CalPERS in order to ensure that the additional pension contributions noted above are treated as employee contribution.

- b. Effective July 1, 2024, all unit members enrolled in CalPERS who are members under PEPRA shall contribute an amount through payroll deductions equal to one-half percent (0.5%) of compensation earnable as cost sharing of the City's required contribution to CalPERS under Government Code Section 20516(f).

Effective July 1, 2025, these employees shall contribute through payroll deductions equal to an additional one-half percent (0.5%) of compensation earnable as cost sharing of the City's required contribution to CalPERS under Government Code Section 20516(f), for a total of one percent (1%).

These cost sharing deductions shall be made on a pre-tax basis to the extent allowed under applicable law. These employees are responsible for paying an additional pension contributions as noted above as cost sharing in accordance with Government Code Section 20516(f). To the extent permitted by law, the parties agree that these additional pension contributions as noted above shall be considered member contribution per Government Code Section 20516.5. However, the City shall be under no obligation to amend its contract with CalPERS in order to ensure that the additional pension contributions noted above are treated as employee contribution.

5. Uniform Valuation:

Sworn officer uniforms will be valued annually and shall be expensed for CalPERS purposes (except for “new members” as defined by PEPRRA) on a bi-weekly basis. The uniform valuation amount is \$25.47 per pay period.

C. Retiree Health Benefits:

Each employee covered by this Agreement shall participate in the Irvine Employee’s Benefit Trust (IEBT) as established by the Irvine Police Association and administered by the elected IEBT Board of Directors. The employee and City contribution rates shall be as follows:

Effective the pay period including November 12, 2022, the 1% employee contribution shall be eliminated, and the City shall contribute on behalf of each employee an amount equal to six and one-quarter percent (6.25%) of each employee’s base salary to the IEBT.

The employee contribution amount, if any, may be changed by a majority membership vote outside of negotiations with the City. If a change is voted upon and approved, written notice must be given to the City so that the group/membership employee contribution can be changed through Payroll.

D. Extension of Health Insurance Beyond Retirement:

Any employee covered by this MOU who retires and has completed 15 years of service with the City or 10 years of service with the City and has reached the age of at least 50 years, or who has been medically retired at any age, shall be entitled to purchase the medical insurance plan in effect at the time. The employee shall pay the City premium group rates for employee and the employee's dependents, at the cost to the former employee, now retiree.

The City allows the spouse and registered domestic partner of an eligible retired unit member to continue to purchase the medical insurance after the death of the retired employee, provided that the spouse was covered under a City insurance plan at the time of the retired employee’s death and provided that there has been no break in coverage since the employee’s retirement. This eligibility for continued coverage ceases if such spouse remarries.

Article 12 – Leaves

A. Vacation

Police Officers shall accrue vacation credits on a monthly basis as follows:

<u>Years of Service</u>	<u>Annual Vacation Credits</u>	<u>Maximum Accrual</u>
1 through 3	80 hours	160 hours
after 3 through 10	120 hours	200 hours
after 10 or more	160 hours	240 hours

Police Sergeants shall accrue vacation credits on a monthly basis as follows:

<u>Years of Service</u>	<u>Annual Vacation Credits</u>	<u>Maximum Accrual</u>
1 through 3	120 hours	200 hours
after 3 through 10	160 hours	240 hours
after 10 or more	200 hours	280 hours

“Years of Service” is defined as consecutive, full-time service with the City of Irvine. When an employee earns vacation in excess of the cap on accrual, the employee shall be paid for the vacation during the pay period earned and at the employee’s regular rate of pay. The times during a calendar year at which an employee may take his/her vacation shall be determined by the department director with due regard for the wishes of the employee and particular regard for the needs of the City.

In calculating an employee's regular rate of pay, in addition to an employee's base rate of pay, the following incentive pays shall be included to the extent that an employee qualifies for the particular incentive pay:

- a) Standby pay (dollars, not hours)
- b) Court standby pay (dollars, not hours)
- c) Firearms qualification compensation
- d) Intermediate P.O.S.T Certificate
- e) Advanced P.O.S.T Certificate
- f) Supervisor’s P.O.S.T Certificate
- g) Article 15-Special Assignment Compensation

In the event one or more municipal holidays occur while an employee is on an annual vacation leave, such holidays shall not be charged as vacation leave but rather as holidays.

Employees who terminate employment shall be paid in a lump sum for all accrued vacation leave earned prior to the effective date of termination. Accrued vacation will be cashed out at the regular rate of pay, which is base rate plus the following incentive pays to the extent that an employee qualifies for the particular incentive pay:

- a) Standby pay (dollars, not hours)
- b) Court standby pay (dollars, not hours)
- c) Firearms qualification compensation
- d) Intermediate P.O.S.T Certificate
- e) Advanced P.O.S.T Certificate
- f) Supervisor's P.O.S.T Certificate
- g) Article 15-Special Assignment Compensation

B. Vacation Buyback

On or before the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out up to eighty (80) hours of accrued vacation which will be earned in the following calendar year at the employee's regular rate of pay. By Thanksgiving in the following year, the employee will receive cash for the amount of vacation the employee irrevocably elected to cash out in the prior year. However, if the employee's vacation leave balance is less than the amount the employee elected to cash out (in the prior calendar year) the employee will receive cash for the amount of leave the employee has accrued at the time of the cash out.

In calculating an employee's regular rate of pay, in addition to an employee's base rate of pay, the following incentive pays shall be included to the extent that an employee qualifies for the particular incentive pay:

- a) Standby pay (dollars, not hours)
- b) Court standby pay (dollars, not hours)
- c) Firearms qualification compensation
- d) Intermediate P.O.S.T Certificate
- e) Advanced P.O.S.T Certificate

- f) Supervisor's P.O.S.T Certificate
- g) Article 15-Special Assignment Compensation

C. Personal Sick Leave

Employees shall accrue personal sick leave credits at the rate of eight (8) hours per month.

In order to receive compensation while absent on sick leave, the employee shall notify her/his immediate superior or designee two (2) hours prior to the time set for beginning his or her daily duties, or as may be specified by the director of her/his department. When absence is for one workday or more, the employee may be required to file a physician's certificate with the Personnel Officer.

An employee receiving temporary disability payments under the Workers' Compensation Laws may use a pro-rated amount of accumulated sick leave to supplement the TTD payments in order to continue to maintain her/his regular income. Under such circumstances, the employee shall submit any benefit payments from the Workers' Compensation fund to the Finance Officer.

D. Personal Sick Leave Conversion

1. Employees shall be eligible, if they so desire, each quarter (January 1, April 1, July 1, October 1) to convert unused personal sick leave in excess of 168 hours to vacation in whole hour increments. The conversion rate shall be based on years of service of consecutive full-time service with the City of Irvine as follows:

<u>Years of Service</u>	<u>Conversion Rate</u>
0 through 10	33% (i.e. 3 hours of sick for 1 hour of vacation)
10 through 20	50% (i.e. 2 hours of sick for 1 hour of vacation)
20 through 25	80% (i.e. 5 hours of sick for 4 hours of vacation)
25 +	100% (i.e. 10 hours of sick for 9 hours of vacation)

2. On or before the pay period which includes October 1 of each calendar year, regular employees shall be eligible to convert unused personal sick leave in excess of 168 hours to cash at the employee's regular rate of pay. The

conversion rate shall be based on consecutive full-time years of service with the City of Irvine as follows:

<u>Years of Service</u>	<u>Conversion Rate</u>
0 through 10	33%
10 through 20	50%
20 through 25	80%
25 +	100%

3. For those employees who separate from the City for any reason other than discipline, sick leave will be converted to a cash payout based on the conversion rate chart below.
4. For those employees who separate from the City for any reason other than discipline, and who are retired from the United States uniformed services and are eligible for Tricare Prime coverage, the City will convert the employee's sick leave to cash based on the conversion rate chart below, regardless of the employee's number of years of consecutive full-time service with the City.

Sick leave conversion rate upon retirement shall be as follows:

<u>Years of Service</u>	<u>Conversion Rate</u>
0 through 5	0
5 through 10	33%
10 through 20	50%
20 through 25	80%
25 +	100%

"Years of Service" is defined as consecutive, full-time service with the City of Irvine. Upon death of an employee, the designated beneficiary shall receive the full value of applicable conversions.

In calculating an employee's regular rate of pay, in addition to an employee's base rate of pay, the following incentive pays shall be included to the extent that an employee qualifies for the particular incentive pay:

- a) Standby pay (dollars, not hours)

- b) Court standby pay (dollars, not hours)
- c) Firearms qualification compensation
- d) Intermediate P.O.S.T Certificate
- e) Advanced P.O.S.T Certificate
- f) Supervisor's P.O.S.T Certificate
- g) Article 15-Special Assignment Compensation

E. Personal Leave

1. Effective the pay period that includes January 1 of each year, regular and probationary employees will receive a Personal Leave benefit of eighty (80) hours per year. Such hours shall not be carried over from year to year. This leave has no cash value and cannot be cashed out. If, at the end of the calendar year, the employee has any of this leave on the books, with the pay period including January 1, he/she will be provided with whatever amount of leave is necessary to bring his/her bank up to 80 hours. Regular and probationary employees who commence employment with the City or return from an unpaid leave of absence from the City after January 1 will receive twenty (20) hours less Personal Leave for every three (3) months the employee is not on paid status with the City.

2. The Personal Leave benefit may be used by the employee to conduct personal business. The employee shall notify his/her immediate or designated supervisor of the use of a Personal Leave day at least 48 hours in advance unless circumstances beyond the employee's control prevent such notification.

The City shall convert all unused 2023 Personal Leave in the employee's bank as of December 31, 2023 (which would have otherwise expired as of January 1, 2024) to non-expiring non-cashable leave. This is a one-time conversion and all other provisions pertaining to the treatment and use of such leave remain in effect.

3. In recognition of the Association's inability to telecommute, effective beginning January 1, 2023, all employees will receive up to 40 hours of additional Personal Leave upon hire and annually in January thereafter. This leave is non-cashable and will expire on December 31 of the year it is awarded.

Employees who commence employment with the City or return from an unpaid leave of absence from the City after January 1 will receive ten (10) hours less of this Personal Leave for every full three (3) months the employee is not in paid status with the City.

F. Bereavement Leave

Upon request, employees shall receive up to forty (40) hours in any one (1) instance for absence necessitated by the death of immediate family members. Employees, who commence employment with the City or return from an unpaid leave of absence from the City after January 1, will receive eight (8) hours less Bereavement Leave for every three (3) months the employee is not on paid status with the City. The immediate family shall be defined as the spouse, registered domestic partner, children, parents, brothers, sisters, grandparents, parents-in-law, grandparents in law or other individuals whose relationship to the employee is that of a dependent or a domestic partner as defined by California Family Code section 297, or a person who stood *in loco parentis* (in place of a parent) to the employee.

Where such death has occurred and upon request of the department director, the employee shall furnish satisfactory evidence of such death.

G. Parenthood Leave

1. A regular employee will be granted a parenthood leave of absence with pay not to exceed 160 hours per year upon presentation of evidence to his/her department director of the birth or adoption of the employee's child or children. Any such leave must be taken within one year of the birth or adoption of the employee's child or children.
2. A regular employee may also be granted a single parenthood leave of absence without pay upon approval from the City Manager not to exceed 180 calendar days per year upon presentation of evidence to his/her department director of the birth or adoption of the employee's child or children. The City will comply with all elements of parenthood leave under the Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). Any such leave will run concurrently with parenthood leave as provided for under the FMLA and CFRA.

H. Jury Duty

Every classified employee of the City who is called or required to serve as a trial juror shall be entitled to absent himself/herself from his/her duties with the City during the period of such service or while necessarily being present in court as a result of such call, and shall receive full compensation. Any additional compensation received from the court will be submitted to the Finance Officer and will be included as a part of the total remuneration.

I. Military Leave

An employee shall be entitled to such benefits as are provided by law under CA Govt Code § 19775. In addition to military leave benefits provided by federal or state laws, each full-time employee covered by this agreement who has been (within the last year) or is called to active military duty with the Armed Forces of the United States, shall receive the same vacation, sick leave, and other leave accruals that the employee would have received from the City if he or she had not been called to active military service. An employee requesting such military leave shall present a copy of her/his military orders to her/his department director prior to the beginning of the leave.

J. Industrial Accident Leave

In the event it is determined that a regular or probationary full-time employee is absent from work as a result of any injury or disease arising out of and during the course of employment with the City of Irvine which comes under the State of California Workers' Compensation Insurance and Safety Act and is considered temporarily disabled and not permanent and stationary, such absence shall be considered to be Industrial Accident Leave.

In such case of injury or disease arising out of or during the course of employment and is compensable under State law and is considered temporarily disabled and not permanent and stationary, the employee shall receive the difference between any Workers' Compensation payments and her/his regular salary for a maximum of twelve (12) calendar months.

In the event of an on-the-job injury or accident resulting in loss of time beyond that required for immediate medical attention, such employees may be required to be examined by a licensed physician appointed by the City of Irvine. Any on-the-job injury or accident must be reported to the employee's immediate supervisor within twenty-

four (24) hours after said injury or accident. Failure to report said injury or accident shall be grounds for disciplinary action.

For CalPERS members, the City shall follow the provisions of Section 4850 of the California Labor Code when that member is disabled by injury or illness arising out of and in the course of his/her duties.

For employees that have returned to work but continue to receive treatment and/or attend medical appointments related to the work-related injury the City may grant the use of up to 1.5 hours of paid leave per day. In cases where such appointments occur on an employee's day off, the employee may request supervisory approval to take up to 1.5 hours off per appointment, within the same workweek (i.e. flex). Any such request that requires a fill or results in overtime will be denied.

K. All paid leave hours accrued shall be prorated based on the number of hours worked or paid up to 80 hours in a pay period.

L. One-Time Off Cycle Conversion of Leave to Cash

Effective the pay period including July 1, 2023, employees shall have the option to convert up to 40 hours of leave to cash at 100% conversion. Employees may use any type of leave for this one-time conversion.

M. Conversion of Personal Leave to Vacation or Comp Time

Effective the pay period including July 1, 2024, and annually on July 1, thereafter, employees may convert up to 40 hours of Personal Leave to Vacation or Compensatory time.

Article 13 – Holidays and Holiday Pay

The recognized holidays to be observed by the City in each calendar year during the term of this Agreement shall be as follows:

- New Year's Day
- Martin Luther King, Jr. Day
- Washington's Birthday

Memorial Day
Juneteenth
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day

Holidays falling on Sunday shall be observed on the following Monday. Holidays falling on Saturday shall be observed on the preceding Friday unless this, too, is a holiday and then one day sooner. These provisions shall not apply to employees assigned to uniform patrol with respect to the following holidays which shall be observed on the actual dates, as designated below: New Year's Day - January 1; Independence Day - July 4; Veterans Day – November 11; Christmas Eve - December 24; and Christmas Day - December 25.

During all observed holidays, the patrol staffing will be based on Department determined needs with assigned time off based on seniority. All other Department employees will have the holiday off unless otherwise directed by the Department.

Employees required to work without regard to Holidays, shall receive a total of 120 hours Holiday compensation each calendar year for all recognized Holiday's listed in this Article. Holiday compensation shall be paid in the pay period of the recognized Holiday.

All Holiday compensation will be paid at an employee's base hourly rate of pay plus the following forms of compensation or at one and one-half times his/her base hourly rate of pay plus the following additional forms of compensation as described below in this Article:

- a. Firearms qualification compensation;
- b. Intermediate P.O.S.T. Certificate;

- c. Advanced P.O.S.T. Certificate;
- d. Supervisor's P.O.S.T. Certificate;
- e. Article 15 Special Assignment Compensation

Employees who work a shift on a holiday shall receive regular holiday compensation consisting of ten (10) hours of pay at his/her regular rate of pay plus compensation at one and one-half times his/her regular rate of pay for hours actually worked or in the alternative, at the request of the employee and within the City's ability to maintain appropriate service levels, such assigned employees may accrue compensatory time off subject to the provision and limitations of Article 17, Compensatory Time Off. Such compensatory time off may be taken within the twelve-(12) month period following holiday worked in accordance with Article 18..

Employees who do not work on a holiday shall receive pay for such holidays in an amount equal to their regular rate of pay times ten (10) hours provided they are in a paid status for all or a portion of both the regularly scheduled workday immediately prior to the holiday and the regularly scheduled workday immediately after the holiday. An employee who is either on his/her regularly scheduled days off or who has been assigned the day off on any City holiday will receive the ten (10) hours Holiday Pay, plus time and one-half for any hours actually worked. To the extent the City is permitted by Title 2 California Code of Regulations, section 571(a)(5) to report holiday compensation to CalPERS it will do so. As provided herein, paid status shall include any lawful absence by the employee for sick leave, family sick leave, personal leave, holiday, vacation, and any other paid leave of absence or time taken for compensatory time off.

Effective November 12, 2022, an employee on a 3/12.5 shift who is assigned to work a holiday but approved or scheduled to take the day off will no longer be required to utilize accrued leave to supplement the time off on the holiday.

Employees who are scheduled to work on a holiday but who are forced off by the City due to holiday minimums shall receive holiday pay equal to the hours of their regularly assigned shift.

Article 14 – Police Professional Achievement Program

- A. Any Police Officer who receives an Intermediate P.O.S.T. certificate shall be paid an amount equal to five percent (5%) of base salary.

Any Police Officer who receives an Advanced P.O.S.T. certificate shall be paid an amount equal to ten percent (10%) of the sum of base salary plus five percent (5%) for intermediate P.O.S.T., in addition to the five percent (5%) already received for the Intermediate P.O.S.T. Certificate. The compounded effect of having an Intermediate and Advanced POST Certification results in the employee receiving 15.5% of base salary.

- B. Any Sergeant who receives an Advanced P.O.S.T. certificate shall be paid an amount equal to ten percent (10%) of base salary. Upon completion of a P.O.S.T. Supervisor's Course or another similar and appropriate course approved by management, the amount received for Advanced P.O.S.T. shall be increased by an additional five percent (5%) of base salary over that amount. This benefit shall cease if a Sergeant is not eligible and/or does not apply for his/her P.O.S.T. Supervisor Certificate within two years of being promoted.

- C. All pay received under this Article after the Intermediate P.O.S.T. Certificate pay, shall be calculated on a base that includes all other pays received under this Article. The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Peace Officer Standard Training (POST) Certificate Pay in accordance with Title 2 CCR Section 571(a)(2) and Section 571.1(b)(2),

- D. Any Sergeant who completes the Sherman Block Supervisory Leadership Institute (SLI) training course, the Los Angeles Police Department Leadership Program, or any advanced supervisory or leadership program approved by the Chief of Police, shall be paid an amount equal to two percent (2%) of base salary biweekly. The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS

as Educational Incentive in accordance with Title 2 CCR Section 571(a)(2) and Section 571.1(b)(2).

Article 15 – Special Assignment Compensation

A. All Special Assignment Compensation will be paid at an employee’s hourly base rate plus the following additional forms of compensation as described below:

- a. Intermediate P.O.S.T. Certificate;
- b. Advanced P.O.S.T. Certificate;
- c. Supervisor’s P.O.S.T. Certificate;

B. Investigations

Police Officers and Police Sergeants (including Traffic Sergeants on-call) regularly assigned to activities involving generalized investigation, specialized investigation, intelligence investigation, mental health, narcotics investigation, and/or traffic investigation shall receive pay over and above base salary during the period of such assignment. It is expressly understood that such individuals will from time-to-time be on an on-call status and will not be entitled to any additional compensation for such on-call status. Effective the pay period that includes November 12, 2022, the monthly Special Assignment Compensation pay for Investigations shall be six percent (6%) of the employee’s rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Police Investigator Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

B. Youth Services

Effective the pay period including November 12, 2022, employees assigned to Youth Services serving as a School Resource Officer, Middle School Officer or DARE Officer shall receive monthly Special Assignment Compensation of six percent (6%) of the employee’s rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Police Investigator Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

C. Traffic Detail

1. Pay For Traffic Detail on a Motorcycle

Effective the pay period including November 12, 2022, employees assigned to Traffic Detail who are assigned to motorcycle duty shall receive special assignment compensation of six percent (6%) of the employee's rate of pay as outlined in Article 15, Section A. This pay is for the duties that employees perform on-duty. The parties agree that employees assigned to motorcycle duty have no responsibility to care for their assigned motorcycle off-duty. While such employees do take their assigned motorcycle home, once off-duty, employees are neither expected nor permitted to perform any work (e.g., maintenance) related to their motorcycle.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Traffic Detail Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

2. Pay For Traffic Detail in a Car

Effective the pay period including November 12, 2022, employees assigned to the Traffic Division who are assigned a car shall receive special assignment compensation of six percent (6%) of the employee's rate of pay as outlined in Article 15, Section A. This pay is to compensate employees for their on-duty direction of traffic. In advance of any recruitment for Traffic Enforcement Officer, Management reserves the right to determine whether or not the recruitment will permit applicants to choose to perform the duties of this position on a motorcycle or in a police car. Officers selected to Area Traffic Officer duties

will work in a car. Uniformed Traffic Officers who work in cars will not be assigned take-home vehicles.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Traffic Detail Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

D. City Vehicle Usage

Certain special assignments (such as investigations, special investigations, traffic detectives, etc.) have historically taken a city owned vehicle (vehicles that are assigned for investigations usage) home during off duty hours, only while in an on-call capacity. On-call employees assigned a City vehicle carry with them special equipment to specifically deal with afterhours emergencies. By having the equipment with them in their vehicle, the employee can respond directly to an after-hours emergency rather than drive to the Department, pick up a vehicle and necessary equipment, and then respond. The ability for an immediate response meets the public's expectations of ensuring their safety and reducing any further risk to the community or significant investigations, by a delayed response. Additionally, employees who use a City vehicle and who are subject to call often leave their personal vehicle at work limiting the ability to use their personal vehicles for conducting personal business.

Government codes and existing City policy allow the incidental and minimal personal use of City vehicles. While in an on-call capacity, reasonable transport of a family member(s), or other person(s) who is not an employee of the City, that is minimal in nature and consistent with legal restrictions, is authorized, allowing on-call employees to immediately respond to afterhours emergencies ensuring the safety of, and reducing any further risk to, the community.

No member of the department shall operate a city owned vehicle, when he/she has consumed an amount of alcoholic beverage or taken any medications that would adversely affect the member's ability to operate a motor vehicle safely within accordance of the law.

The parties agree that use of City vehicles for personal use remains within the discretion of the Chief of Police and can be modified or eliminated by giving ten (10) days' notice.

E. SWAT/CNT

Employees assigned to SWAT/CNT shall receive pay over and above base salary during the period of such assignment. It is understood that such individuals will from time-to-time be on an on-call status and will not be entitled to any additional compensation for such on-call status. The monthly Special Assignment Compensation pay for SWAT/CNT shall be one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Hazard Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b).

F. Field Training Officers and Field Training Sergeants

To recognize the extra responsibility and personal commitment involved in the FTO Program, Police Officers and Police Sergeants serving in the Field Training Program as Field Training Officers and Field Training Sergeants shall receive pay over their base salary during the period of such assignment.

As designated by the Police Chief, Field Training Officers shall include employees assigned as training officers in the Patrol Field Training Program, Motor Officer Training Program and Office of Professional Development. The monthly Special Assignment Compensation pay for Field Training Officers shall be six percent (6%) of the employee's rate of pay as outlined in Article 15, Section A.

As designated by the Police Chief, Field Training Sergeants shall include employees assigned as Sergeants in the Patrol Field Training Program and Office of Professional Development. The monthly Special Assignment for Field Training Sergeants shall be six percent (6%) of the employee's rate of pay as outlined in Article 15, Section A.

1. Each FTO assignment in Patrol and Traffic will be reviewed by the Operations Commander every six months. At that time, the Operations Commander will review the performance and contributions of each officer and either retain the officer or remove him/her from the program.
2. Each FTO will be expected to maintain a minimum of an overall competent rating on their performance appraisals.
3. The duties and responsibilities for FTO's will be as determined appropriate by the Operations Commander.
4. Specific criteria and/or testing and selection methods would be established by the Operations Support Lieutenant and approved by the Deputy Chief or designee.
5. Once each calendar year during the month of January, the Operations Commander will review projected needs and determine the number of FTOs to be retained through December 31 of each year.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Training Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

G. Bilingual Pay

The Police Chief shall designate which positions shall be assigned bilingual duties and which languages shall be eligible for bilingual pay. Qualified employees who meet the following criteria shall receive special assignment compensation of two percent (2%) of the employee's rate of pay as outlined in Article 15, Section A, while serving in such position and utilizing such designated second language(s).

1. An employee must be assigned to speak or translate a language in addition to English as part of their position responsibilities. This includes such specialized communication skills as sign language.

2. To become qualified: 1.) employees must be certified as proficient in a second language as determined by the Personnel Officer or designee, 2.) the employee must be able and willing to conduct investigations, make public presentations, act as a Press Information Officer as directed, or other department required translation as directed, 3.) the employee may be required to testify in court, actively participate in investigations, or engage in other activity involving the oral translation of a second language to English and English to the second language, and 4.) the employees recognize that they may be used for translation in a position or assignment other than the position that they are currently assigned to (i.e. a Patrol Officer may be assigned to Investigations for a specific case or need) and that they do not qualify for any additional bonus pay beyond bilingual pay when working in that temporary assignment. An employee in a bilingual assignment may request assignment to a position which does not require bilingual certification, if available.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Bilingual Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

H. Canine

1. FLSA Standard

Employees who are assigned to the canine officer and therapy dog detail are entitled to compensation for the off-duty hours spent caring, grooming, feeding and training their canine and maintaining their canine vehicle/unit. The parties acknowledge that the Fair Labor Standards Act, which governs the entitlement to compensation for off-duty canine duties, entitles the parties to agree to a reasonable number of hours per month for the performance of such duties. The Fair Labor Standards Act also allows the parties to agree on appropriate compensation for the performance of such off-duty canine duties. It is the intent of the parties through the provisions of this Article to fully comply with the requirements of the Fair Labor Standards Act. In addition, both parties believe

that the following agreement does comply with the requirements of the Fair Labor Standards Act. Compensation for off-duty canine duties shall not be considered or reported as compensation earnable for Canine Pay.

In negotiating this MOU, the City requested that the Association conduct an actual inquiry of the hours which employees assigned to Canine duties perform each month to ensure compliance with the FLSA and in particular the case of *Leever v. City of Carson City* (9th Cir. 2004). The Association advised the City that the inquiry revealed that the hours to which the parties have agreed – (ten hours per month) accurately describes the time such employees are performing such duties each month.

For this off-duty time, these employees will be paid \$15.00 per hour for ten hours per month - \$150.00 per month. The parties acknowledge that since employees in this unit are subject to the 28-day FLSA work period and these ten hours do not cause the employee to have regularly scheduled overtime per that work period (which as an overtime threshold of 171 hours), these hours can be paid at base rate. This pay for off-duty time is not reportable to CalPERS.

Employees assigned to the canine officer and therapy dog detail who are required to perform extraordinary off-duty canine care, such as a veterinary emergency or other rare occurrence, which causes a substantial increase in the normal off-duty hours worked for that month, shall submit a written request to the Police of Chief or the Chief's assigned designee for additional compensation for the hours spent performing such work.

2. Pay for Canine Officers

Canine officers will receive compensation of 7.2% of their salary as outlined in Article 15, Section A per month for being assigned as a Canine Officer.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Canine Officer/Animal Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

3. Pay for Therapy Dog Handlers

Therapy Dog Handlers will receive compensation of 1.5% of their salary as outlined in Article 15, Section A per month for being assigned as a Therapy Dog Handler.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Canine Officer/Animal Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

I. Mounted Unit

Employees assigned to the Mounted Unit shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS in accordance with Title 2 CCR Section 571(a)(4) and 571.1(b)(3).

J. Canine Sergeant

Employees assigned to supervise canine and dog therapy dog detail shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Lead Worker/Supervisor Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

K. Community Police Academy (CPA)

Employees assigned to coordinate the Community Police Academy shall receive special compensation of one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Lead Worker/Supervisor Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

L. Major Accident Investigation Team (MAIT)

Employees assigned to the Major Accident Investigation Team shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Police Investigator Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

M. Drone Operation Team

Employees assigned to the Drone Operation Team shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Flight Time Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

N. Drug Recognition Experts (DRE)

Employees assigned as Drug Recognition Experts shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Narcotic Division Premium in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

O. Emergency Medical Technicians (EMT)

Employees assigned as Emergency Medical Technicians shall receive special assignment compensation of one and one-half percent (1.5%) of the employee's rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS as Emergency Medical Technician Pay in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(2).

P. Shift Differential Pay

Employees, including Canine Officers, assigned to Alpha Shift in patrol shall receive special assignment compensation of four percent (4%) of the employee's rate of pay as outlined in Article 15, Section A.

Employees, including Canine Officers, assigned to Delta Shift in patrol shall receive special assignment compensation of two percent (2%) of the employees' rate of pay as outlined in Article 15, Section A.

The parties agree that to the extent permitted by CalPERS or law the City will report this pay to CalPERS in accordance with Title 2 CCR Section 571(a)(4) and Section 571.1(b)(3).

Article 16 – Plain Clothes Assignments

Employees working in plain clothes special assignments may receive (with the provision of receipts) up to \$600 per calendar year in reimbursement for clothing costs and work related equipment.

Article 17 – Compensatory Time Off

A. Accrual of Compensatory Time Off (CTO)

Employees may accumulate a maximum of two hundred forty (240) hours of compensatory time off in lieu of premium overtime compensation. The rate of accrual shall be one and one-half (1 1/2) hours of compensatory time for each hour of overtime worked. Since employees will be accruing one and one half (1 1/2) hours of compensatory time for each hour of overtime worked, employees will reach their maximum CTO accruals once they have worked 160 hours of overtime.

On or before the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out up to eighty (80) hours (in ten (10) hour increments) of accrued compensatory time off which will be earned in the following calendar year. By Thanksgiving in the following year, the employee will receive cash for the amount of compensatory time off the employee irrevocably elected to cash out in the prior year. However, if the employee's compensatory time off leave balance is less than the amount the employee elected to cash out (in the prior calendar year) the employee will receive cash for the amount of leave the employee has accrued at the time of the cash out.

The employee may either accumulate CTO time at one and one-half for each hour worked; or elect to receive premium pay at one and one-half times the employee's regular rate of pay only for the following:

1. Holidays pursuant to Article 13.
2. Supervisor approved report writing and/or investigative follow-up at the end of the shift.

3. Draft fills (unplanned shift vacancies that necessitate a non-voluntary fill to meet minimum staffing requirements).
4. Required attendance at meetings and court appearance time.
5. Shift fills which are requested within 24 hour notice.
6. When an employee is held over while at work.

With respect to all other overtime earned, the employee will receive compensation only in the form of premium pay at one and one-half times the employee's regular rate of pay.

B. Utilization of Compensatory Time Off (CTO)

1. Employee requests to use accrued CTO shall be granted provided employee submits the request to the affected shift supervisor at least seven (7) calendar days in advance and has arranged for a fill, unless the employee's absence impacts vital departmental operations as determined by the Division Commander or the Lieutenant in charge.
2. Employees shall not be required to disclose the reason or purpose for taking CTO, except in emergencies and/or requests for less than one (1) hour.

Article 18 – Hours of Work

The 4-10 work schedule shall be ten (10) consecutive hours of work per day including briefing and lunch, for four (4) consecutive days during a one-week period. The 3-12.5 work schedule shall be twelve and one-half (12-1/2) consecutive hours of work per day including briefing and lunch, for three (3) consecutive days during each one-week period, with an additional ten (10) consecutive hour workday in each twenty-eight (28) day work period. Management will determine shift starting times and shift configuration.

Minimum Deployment Policy will be maintained at a level that considers the safety of the members of this unit. The shift rotation schedule guidelines, as well as an established minimum of officers will be set forth in the Departmental Standard Operation Procedure (DSOP).

Article 19 – Education Reimbursement/Professional Development

Effective January 1, 2023, the Education Reimbursement/Professional Development program will be eliminated.

Employees covered by this Agreement shall be eligible for reimbursement of pre-approved education or professional development expenses up to a maximum of \$1,300 per calendar year. Permitted use of funds, subject to approval of the Police Chief, includes:

- Tuition, books, laboratory and parking fees.
- Certification maintenance and course fees.
- Professional association memberships, seminars, conferences, including material fees, and travel costs. Travel, hotel and meal expenses for conferences, seminars, and/or job-related training are allowed subject to all guidelines established by City travel policies and procedures.
- Technology purchases including smartwatches, tablets and laptops (cellular phones excluded).
- Purchase of business attire, suits and/or uniforms.
- Up to \$500 of the employee's annual allotment may be used towards gym membership fees, exercise classes, and unreimbursed expenses associated with longevity screenings and/or an annual physical.
- Reimbursement of work-related equipment purchases and expenses. The list of approved equipment/expenses to be used in the course of employment will be maintained by the Police Department and is subject to approval by the Police Chief.
- For employees who have passed probation, purchase of a secondary or back-up firearm once every five (5) years to be used for work-related purposes. The firearm

purchased must be a department authorized firearm which will be the personal property of the employee.

Article 20 - Health and Wellness Benefit

Employees covered by this agreement shall receive \$1000 per year as a health and wellness benefit. While the use of these funds are at the employee's sole discretion, they may be used to offset work related expenses, training costs and may also go toward gym membership fees, exercise classes, and unreimbursed expenses associated with longevity screenings and/or an annual physical annual physical examinations. Annual payments shall be made in lump sum proactively upon hire and annually in January thereafter, to all employees active at time of processing. Employees will not need to submit receipts to be eligible.

Article 21 – Public Safety Equipment Program

Employees covered by this agreement shall receive \$300 for work-related equipment purchases and expenses per calendar year. Annual payments shall be made in lump sum proactively upon hire and annually in January thereafter, to all employees active at time of processing. Employees will not need to submit receipts to be eligible.

Article 22 – Promotional Procedures

Promotional examinations to the ranks of Sergeant and Lieutenant shall be based on examinations and grading techniques established in advance by the City and posted with the Notice of Available Positions. An eligibility list will be established upon the results of such examination and grading techniques, which shall be compiled based upon the order of scores with the highest score at the top of the list. Each appointment shall then be made from the eligibility list from among the top three candidates on the list at the time the appointment is made.

Article 23 – City Manager's Award for Employee Achievement

Management may recommend an employee achievement program which will provide financial awards to regular full-time and regular part-time City employees.

Article 24 – Completion of Meet-and-Confer Process

Each of the parties hereto agrees that it has had a full and unrestricted right to make, advance, and discuss all matters properly within the scope of meet-and-confer in accordance with State laws and local ordinances and regulations. Except as otherwise provided herein during the term of this MOU, the parties expressly waive and relinquish the right to meet and confer except by their mutual consent with respect to any subject or matter, whether referred to or covered by this MOU or not, even though each subject or matter may not have been within the knowledge or contemplation of either or both the City and Association at the time they met and conferred or executed this MOU, and even though subjects or matters were proposed and later withdrawn. The express provisions of this MOU constitute the only limitations upon the City's rights to determine, implement, supplement, change, modify, or discontinue in whole or in part any term or condition of employment the City deems fit and appropriate, provided, however, that the City shall comply with all federal and State laws relating to employee rights, opportunities, and benefits, except for the requirement to meet and confer with regard to such change, alterations, modifications, or exercise of the reserve powers of this MOU, which right has been expressly waived by the Association.

Article 25 – Concerted Activities

Apart from and in addition to existing legal restrictions upon and remedies for work stoppages, the Association hereby agrees that during the term of this MOU, neither it nor its members or agents, representatives or persons acting in concert with any of them, shall incite, engage or participate in any strike, walkout, slowdown, sick-out or other work stoppage of any nature against the City whatsoever, or wheresoever located, including but not limited to disputes which are related to the subject matter contained in this MOU; disputes which are specifically not subjects of this MOU; disputes between the City and other employee organizations, persons or employees; jurisdictional disputes. In the event of any strike, walkout, slowdown, sick-out or other work stoppage or threat thereof against the City, the Association and its officers will take all steps reasonably within their control to end or avert the same.

Those represented by the Association will not authorize, engage in, encourage, sanction, recognize or assist in any strike, slowdown, walkout, sick-out or other work stoppage against the City or picket in furtherance thereof, or participate in unlawful concerted interference in violation of this provision, or refuse to perform duly assigned services in violation of this provision. It is understood that any person represented by the Association found in violation of this provision will be subject to discipline, including termination, as determined by the City Personnel Officer, according to personnel rules and regulations.

Article 26 – Term

The terms and conditions of the MOU will be effective the date of City Council approval of the Agreement unless otherwise stated in the MOU. The Agreement shall remain in force and effect until June 30, 2026, and supersedes all other agreements between the parties.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding as of the 25th day of July, 2023.

CITY OF IRVINE

DocuSigned by:
 BY Brian King
 DocuSigned by:
 BY Jimnee Medina
 DocuSigned by:
 BY Lori Thompson
 BY _____
 BY _____
 BY _____
 BY _____

IRVINE POLICE ASSOCIATION

DocuSigned by:
 BY [Signature]
 DocuSigned by:
 BY [Signature]
 DocuSigned by:
 BY Matthew Campbell
 DocuSigned by:
 BY [Signature]
 DocuSigned by:
 BY Matt Ricci
 DocuSigned by:
 BY [Signature]
 DocuSigned by:
 BY Russ Biino

BY _____

BY _____

BY _____

BY _____

BY _____

BY _____

ATTACHMENT I

FIVEPOINT AMPHITHEATRE STAFFING MATRIX

I. FivePoint Amphitheatre

The following is a list of categories for coverage at FivePoint Amphitheatre. The list is broken down by group type and category:

CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
Punk Rock	Rock & Roll	Country	Comedy
Heavy Metal	Pop	Western	Light Music
Hard Rock			Church
Acid Rock			

There are five staffing levels for FivePoint Amphitheatre or any commercial event:

	LEVEL A	LEVEL B	LEVEL C	LEVEL D	LEVEL E	
Assignment	Officers	Officers	Officers	Officers	Assignment	Officer
Front Gate	2	2	2	2	Front Gate	6
Command	2	2	1	1	VIP Entry	2
Traffic Control	6	7	7	2	Command Post	3
Parking Lot	5	3	0	0	VIP Pedestrian	2
Booking Team	*	½	1	0	Backstage Access	2
Supervisor	2	2	2	1	Backstage Metal	2
					Parking Lot	10
					Booking Team	2
					Traffic Control	7
					Supervisor	7
Total Officers	17	17/18	11	5	Total Officers	43

The matrix below is the criterion for deciding the minimum officers' staffing levels at FivePoint Amphitheatre. In the event a situation arises where additional staffing is required, the minimum can be raised.

O	B	E	E
CATEGORY	LEVEL	LEVEL	LEVEL
1	C/B	B/A	A
2	C	B	B/A
3	C	C/B	B
4	D	C	C/B
5	D	D	C
	0-4, 999	5,000-9,999	10,000-15,000

*Event coordinator is included under supervisor category.

ATTACHMENT II

PERFORMANCE EVALUATION SYSTEM

The following sections of the Personnel Rules and Regulations (Article 16) that apply to sworn employees are referenced in this MOU as follows:

SEC. 1 "Performance Evaluation:"

The Personnel Officer or designee shall provide a method of reporting individual employee performance, which relates to quantity and quality of work, ability, reliability, discipline, attendance, and other factors. The Personnel Officer shall prescribe forms for such performance evaluations and shall be responsible for assuring that such evaluations are adequate to provide information to both the employee and the City for the purposes set forth in this section. Deficiencies in performance by an employee may result in suspension, demotion or dismissal, following procedures outlined in these Rules or in the applicable Memorandum of Understanding between the City and a Recognized Employee Organization.

SEC. 2 "Performance Appraisals:"

Department directors shall periodically rate the performance of each employee on forms provided by the Personnel Officer, provided, however, that the department directors may delegate the responsibility for rating the performance of specified employees in their departments to the employees' supervisor. Interim appraisals may be completed as necessary when changes in work performance occur. Each employee shall be informed in such appraisals of his/her strengths and weaknesses. Each performance appraisal shall be discussed with the employee. The employee shall sign the appraisal to acknowledge its contents. Such signature shall not necessarily mean he/she fully endorses the contents of said appraisal. The performance appraisals shall not be subject to any grievance and/or appeal procedure, unless otherwise specified in the applicable Memorandum of Understanding between the City and a Recognized Employee Organization.

SEC. 3 " Salary Schedule for Sworn Employees:"

Separate from any Performance Evaluations and/or Performance Appraisals, the following pay schedule shall apply to all sworn full-time employees:

- All newly hired employees shall receive a 5% pay increase at the completion of six (6) months of service, and a 7% pay increase upon completion of one (1) year of service, and annually thereafter. All promoted employees shall

receive a 5% increase at the completion of six (6) months of service, and a 7% increase after completion of one (1) year in their newly promoted assignment, and annually thereafter.

- Employees whose salary is near the maximum of their salary range will only receive that portion of the pay increase which increases their base pay up to the maximum of the salary range.
- Employees whose salary is at the maximum of their salary range are not eligible for any salary increase.

ATTACHMENT III
IRVINE POLICE ASSOCIATION

SCHEMATIC ARRANGEMENT OF
CLASS TITLES AND SALARY RANGES
FOR POLICE OFFICER AND POLICE SERGEANT
(NON-EXEMPT)

EFFECTIVE NOVEMBER 12, 2022

<u>CLASS TITLE</u>	<u>APPROXIMATE HOURLY RATE</u>	<u>APPROXIMATE MONTHLY EQUIVALENT</u>	<u>APPROXIMATE ANNUAL RATE</u>
Police Officer	\$43.30-59.91	\$7,505.33-10,384.40	\$90,064– 124,612.80
Police Sergeant	\$54.25-75.75	\$9,403.33-13,130	\$112,840– 157,560

EFFECTIVE JULY 25, 2023

<u>CLASS TITLE</u>	<u>APPROXIMATE HOURLY RATE</u>	<u>APPROXIMATE MONTHLY EQUIVALENT</u>	<u>APPROXIMATE ANNUAL RATE</u>
Police Officer	\$43.44-60.05	\$7,529.60-10,408.67	\$90,355.20– 124,904.00
Police Sergeant	\$54.39-75.89	\$9,427.60-13,154.27	\$113,131.20– 157,851.20

EFFECTIVE JULY 1, 2024

<u>CLASS TITLE</u>	<u>APPROXIMATE HOURLY RATE</u>	<u>APPROXIMATE MONTHLY EQUIVALENT</u>	<u>APPROXIMATE ANNUAL RATE</u>
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Police Officer	\$44.96-62.15	\$7,793.07-10,772.67	\$93,516.80– 129,272.00
Police Sergeant	\$56.29-78.54	\$9,756.93-13,613.60	\$117,083.20,– 163,363.20

EFFECTIVE JULY 1, 2025

<u>CLASS TITLE</u>	<u>APPROXIMATE HOURLY RATE</u>	<u>APPROXIMATE MONTHLY EQUIVALENT</u>	<u>APPROXIMATE ANNUAL RATE</u>
Police Officer	\$46.53-64.32	\$8,065.20-11,148.80	\$96,782.40- 133,785.60
Police Sergeant	\$58.26-81.28	\$10,098.40-14,088.53	\$121,180.80- 169,062.40

ATTACHMENT IV

IPA RETIREE HEALTH IEBT

IPA has indicated a willingness to accept employees represented by IPMA in the Police Management unit into their Retiree Health IEBT provided that it occurs without reduction of any existing benefits. Both parties understand that inclusion of IPMA represented employees is being done to enhance the future promotability of IPA represented employees into the Police Management unit.

ATTACHMENT V

ROTATION PLAN

1. PURPOSE:

The purpose of the 1998 Rotation Plan is to provide guidelines for the orderly transition of personnel between patrol and specialty assignments and to provide career development opportunities for qualified personnel; while ensuring that department needs and priorities are achieved.

2. PERFORMANCE:

All individuals assigned to specialty positions will be expected to meet the performance standards established by department management. Those who do not meet the performance standards will be subject to reassignment, regardless of scheduled rotation term or "grandfather" status.

3. SERGEANTS:

In general, specialty assignments for Sergeants will be for a three-year term. Sergeants may be extended for one (1) additional year at the discretion of the Chief of Police. The length of any such assignment may be modified based upon departmental needs, such as multiple rotations within a unit, staffing shortages, lack of applicants, etc., as determined by the Chief of Police.

4. OFFICERS:

In general, specialty assignments for Officers will be as set out in the chart below. Officers may be extended for one (1) additional year at the discretion of the Chief of Police. The Chief of Police may, within his/her discretion, grant up to two one-year extensions for a total of two additional years in the specialty assignment. The length of any such assignment may be modified based upon department needs, such as multiple rotations within a unit, staffing shortages, lack of applicants, etc., as determined by the Chief of Police.

4-Year Assignments

DARE

General Investigations

Mental Health Officer

Office of Professional Development
School Resource Officer
Specialized Investigations Unit
Traffic Investigation
Traffic Enforcement
Commercial Enforcement Officer
Community Traffic Officer
Task Force Detective (DEA, JTTF, HTTF, S.M.A.R.T)

Other Assignments

K-9 Handler - Based upon service life of the dog

5. EXTENSIONS:

The extension process will be as follows:

- a. To be eligible for an extension, the employee must have received a rating of "Meets Expectations/Standards" or greater on the previous two-year's reviews.
- b. At least three (3) months prior to the date the employee is scheduled to rotate out of their specialty assignment she/he must submit a memo to their immediate supervisor requesting a one-year extension.
- c. The employee's immediate supervisor, supervising Lieutenant, and Commander, will approve or deny the extension request with the consent of the Chief of Police.
- d. Denial of an employee's request for extension shall not be considered a negative factor for review purposes, nor shall the employee have any right to appeal the denial of extension.

6. NEW SPECIALTY ASSIGNMENTS:

The Chief of Police shall have the ability to create new specialty assignments, such as intelligence officer, press information officer, administrative sergeant, etc. The Chief of Police shall have the ability to designate such new assignments to one of the above rotation schedules or as an "at-will" position, following the guidelines in paragraph 11.

7. RETURN TO PATROL:

Upon completion of specialty assignments, Sergeants and Officers will be required to return to patrol for two shift rotations before being assigned to another specialty assignment. The lack of qualified applicants for a specialty assignment (as determined by management) may excuse the two shift rotations in patrol.

8. SPECIALTY ASSIGNMENT TO SPECIALTY ASSIGNMENT:

Movement from one specialty assignment to another would be allowed as part of department succession planning, however, the total length of the combined specialty assignments will not exceed the length of the original specialty assignment. *For example, a Traffic Investigator is appointed for four years and at the end of the third year is transferred to School Resource Officer. The Officer could only work as an SRO for one year, completing the original four-year rotation.*

9. NEWLY CREATED SPECIALTY ASSIGNMENTS:

Any Sergeant or Officer who is off probation may apply for a newly created specialty assignment, regardless of his/her current assignment. The employee's rotation would then be based on the rotation schedule for the new assignment, regardless of the time spent in the prior assignment.

10. SPECIALTY ASSIGNMENT SELECTION PROCESS:

Sergeants and Officers must be off probation to be eligible for a specialty assignment. The selection process for each specialty assignment will be based upon what the responsible Lieutenant and/or Commander believe is necessary to select the best possible applicant for the particular assignment.

11. CHIEF OF POLICE GUIDELINES:

The Chief of Police may designate up to three "at-will" positions from either existing or newly created specialty assignments. In addition, the Chief may designate up to four "at-will" positions when 155 sworn positions are authorized and five "at-will" positions when 160 sworn positions are authorized. One additional "at will" position will be created for every five (5) additional authorized sworn positions (e.g., 165 sworn equals 6 "at will" positions, 170 sworn equals 7, 175 sworn equals 8, etc.)

The Chief of Police should designate these assignments "at-will" at the time they are staffed and shall retain the right to convert the assignments to an appropriate rotation schedule at any time. If the Chief of Police deems that an immediate rotation is necessary, consideration will be given to the employee's needs and commitments, however departmental need will be the overriding factor.

The Chief of Police may appoint temporary specialty assignments up to one year in duration based upon departmental need.

APPLICABILITY OF THE 1998 ROTATION PLAN:

This plan is applicable to those appointed to specialty assignments after July 1, 1998. Employees appointed to assignments prior to July 1, 1998, will receive the longest of the possible assignment lengths possible under either this or the prior rotation plan.

ROTATION PLAN
ATTACHMENT – SPECIAL WEAPONS AND TACTICS
(To be inserted within MOU Article referring to Special Assignment Compensation)

1. The SWAT Lieutenant will review each SWAT assignment once a year. At that time, the SWAT Lieutenant will review the performance and contributions of each officer, and, with the approval of the Operations Division Commander, either retain the officer or remove him/her from the program. An officer removed from the assignment may appeal the reassignment to the Police Chief.

2. Each SWAT member will be expected to maintain a minimum of an overall competent rating on his/her performance appraisal. Each SWAT member can be removed from the program, at any time, for a major disciplinary violation, which in the opinion of the Operation Division Commander may affect the individual's effectiveness as an SOU member.

3. The duties and responsibilities for SWAT members will be as determined appropriate by the Operations Division Commander.

4. Specific criteria and/or testing and selection methods will be established by the SOU SWAT Lieutenant and approved by the Operations Division Commander.

Nothing in this Agreement shall be construed as denying any employee his or her rights under the Public Safety Officers' Procedural Bill of Rights' Act, California Government Code Section 3300 et seq.

ATTACHMENT VI

CARDIOVASCULAR OPTIMUM PERFORMANCE SURVEY

Orange County Heart Center is pleased to present a program specifically designed for law enforcement personnel. This program provides a comprehensive assessment of multiple risk factors that are associated with the development of coronary artery disease, diabetes mellitus, stroke, and renal insufficiency. The program also includes a stress assessment questionnaire to help identify particular stressors.

The ultimate aim of this program is to promote a healthful lifestyle and to eliminate or decrease the likelihood of developing potentially lethal or disabling illness. The benefits of such a program can be measured by increased productivity, less injuries, decreased sick time, improved sense of well-being, and a reduction in the number of fatal or non-fatal myocardial infarctions. The benefits to the department and municipality can be similarly measured and the benefits translated into significant cost-savings.

Contract Proposal For Wellness Program Irvine Police Department

This contract consists of a Cardiovascular Wellness Program designed specifically for the Irvine Police Department.

Officers over the age of forty will receive the entire Wellness Program package. The accompanying page itemizes the program components.

Each officer will be responsible for scheduling his/her own treadmill stress test. Orange County Heart Center is a Blue Cross Prudent Buyer provider.

Orange County Heart Center will provide written notification should a laboratory other than Smith-Kline Beecham be utilized.

Curriculum Vitae's of any additional board certified cardiologist participating in the program will be submitted to the Irvine Police Department for approval.

The program is to be completed within a 2.5 month time frame. Commencement will begin

on 07-29-96.

Payment schedule is designed as follows:

Half of the total agreed amount upon the start of the program.
The remaining half is due upon the completion of the program.

Officers over the age of forty will receive the entire Wellness Program as follows:

- 1). Health History (Registered Nurse)
- 2). Blood Pressure Check (Registered Nurse)
- 3). Body Fat Analysis (Registered Nurse)
- 4). Smoking Cessation (Support Program)
- 5.) Blood Panel to Identify Risk Factors (Certified Laboratory)
- 6). Nutritional Workshops – Spouse Included – No less than 20 officers per group.
- 7). Stress Reduction Classes (group setting) (Licensed Clinical Social worker).
- 8). Exercise Prescription (Registered Nurse)
- 9). Treadmill Stress Test (Board Certified Cardiologist)

\$300.00 Per Person = \$19,500.00

Program will be implemented at the Irvine Police Department with exception of the treadmill stress testing.

Management is also invited to participate in the program utilizing their annual physical allowance.

If any officer under the age of forty wishes to have a treadmill stress test, Orange County Heart Center will as a courtesy, bill the officer's insurance company.

If the officer's insurance does not cover this type of testing, Orange County Heart Center will honor the contracted rate.

It is understood and agreed upon that the results of the Wellness Program are strictly

confidential and are protected under the doctor-patient privilege. The Public Safety Department and the City of Irvine do not have the right to obtain the results of this program or to use this program to inquire to the fitness of the employee to perform his/her job relative to this program. Any disclosure of results of this program shall be done by the affected employee only.

This program will be done while on duty with the officer being allowed to flex his/her schedule.

ATTACHMENT VII

IPA SIDE LETTER AGREEMENT TO MOU
ADMINISTRATIVE APPEAL PROCESS
CONTRACT PERIOD 8-11-2010 to 8-10-2013

The following administrative appeal process is established pursuant to *Government Code* section 3304.5. It shall supplement, though not replace, the disciplinary appeal process established pursuant to the 2007- 2009 Memorandum of Understanding between the City of Irvine and the Irvine Police Association.

This procedure shall not apply to disciplinary actions for which officers already are entitled to receive an appeal hearing pursuant to Article 6 of the 2007- 2009 Memorandum of Understanding: demotion, dismissal, reduction in pay for disciplinary reasons, or suspension without pay. Moreover, this procedure shall not apply to appeals of punitive transfers, i.e. transfers which are imposed as corrective action following alleged misconduct by officers irrespective of whether a transfer will result in a loss of pay. A transfer which is not expressly intended as corrective action shall not be considered a punitive transfer regardless of whether it results in a loss of pay.

This procedure shall only apply to written reprimands, non-punitive transfers which result in a loss of pay, and any other punitive actions (as that term is defined by *Government Code* section 3303) for which officers do not receive an appeal hearing under Article 6 of the 2007- 2009 Memorandum of Understanding, as described above.

1. Right to Administrative Appeal

- A. Any public safety officer (as that term is defined by *Government Code* section 3301) who is subjected to punitive action (within the meaning of *Government Code* section 3303) other than one which may be appealed pursuant to Article 6 of the 2007- 2009 Memorandum of Understanding.
- B. The officer shall not be entitled to appeal a punitive action prior to its imposition.

- C. An officer who appeals a punitive action under this procedure shall bear his/her own costs in association with the appeal hearing, including but not limited to any and all attorney fees.

2. Notice of Appeal

- A. Within ten (10) calendar days of being notified of a punitive action, the subject officer shall notify the Chief of Police in writing of the officer's intent to appeal the punitive action.
- B. The notice of appeal shall specify the action being appealed and the grounds for the appeal.
- C. Failure to timely serve written notification of an appeal shall result in waiver of any right to appeal.

3. Hearing Officer

- A. The Chief of Police shall have ten (10) calendar days from receipt of the notice of appeal to appoint a hearing officer who is not embroiled in the controversy, i.e. a person who did not initiate or directly authorize the action in question. .
 - 1. The Chief of Police shall have discretion to appoint an employee of the City or a professional hearing officer, mediator or arbitrator to serve as the hearing officer.
 - 2. The Chief of Police shall have discretion to serve as the hearing officer.
- B. The hearing officer shall serve in an advisory capacity and shall be responsible for making recommended findings of fact and issuing an advisory decision to the Chief of Police. The Chief of Police may adopt, modify, or reject the hearing officer's recommendations and advisory decision and the Chief's decision shall be final and binding.

- C. If the Chief of Police initiated, or directly authorized the punitive action being appealed, then the Personnel Officer of the City shall assume the responsibilities otherwise assigned to the Chief of Police under this procedure.

4. Burden of Proof/Persuasion

- A. If the action being appealed does not involve allegations of misconduct (i.e. allegations that the officer has violated one or more federal, state, or local laws, and/or City or Police Department regulations, procedures, or rules), then the limited purpose of the hearing shall be to provide the officer the opportunity to establish a record of the circumstances surrounding the action. The Department's burden shall be satisfied if the Department establishes that the action was reasonable, even though reasonable persons might disagree about whether the action was the best one under the circumstances.
- B. If the action being appealed does involve allegations of misconduct (i.e. allegations that the officer has violated one or more federal, state, or local laws, and/or City or Police Department regulations, procedures, or rules) the Department shall have the burden of proving by a preponderance of the evidence the facts which form the basis for the charge of misconduct and the burden of persuasion that the punitive action was reasonable under the circumstances.

5. Conduct of Hearing

- A. The formal rules of evidence do not apply, although the hearing officer shall have discretion to exclude evidence that is incompetent, irrelevant or cumulative, or the presentation of which will otherwise consume undue time.
- B. The parties may present opening statements.
- C. The parties may present evidence through documents and testimony. Witnesses shall testify under oath. The oath may be administered by the hearing officer.

- D. The parties shall only be entitled to confront and cross-examine witnesses if the punitive action involves charges of misconduct.
- E. Following the presentation of evidence, if any, the parties may submit oral and/or written closing argument for consideration by the hearing officer.

6. Record of Hearing

If the punitive action involves an allegation of misconduct, then the hearing may be tape-recorded. The cost to receive a transcript of the hearing shall be borne by the party requesting the transcript.

7. Representation

The officer may be represented by an association representative or attorney of his or her choice at all stages of the proceedings. All costs associated with such representation shall be borne by the officer.

The Department shall also be entitled to representation at all stages of the proceedings.

8. Decision

A. The hearing officer should issue his/her advisory decision in writing within fifteen (15) calendar days of the submission of the case by the parties for decision. The written decision shall set forth proposed findings of fact and a proposed decision.

B. Within ten (10) calendar days of receipt of the advisory decision, the Chief of Police should serve the parties with written notice of his/her decision adopting, modifying, or rejecting the hearing officer's recommendations and decision.

If the Chief of Police modifies, or rejects the hearing officer's decision, then he or she shall review the entire record prior to making a decision.

The decision shall be served by first class mail, postage pre-paid, upon the officer as well as his/her attorney or representative, shall be accompanied by

an affidavit or certificate of mailing, and shall advise the officer that the time within which judicial review of the decision may be sought is governed by *Code of Civil Procedure* section 1094.6.

ATTACHMENT VIII
LABOR MANAGEMENT COMMITTEE REOPENER

The parties agree to meet and confer on July 1, 2025, to review, analyze, and develop recommendations that result from the Labor Management Committees referenced in Attachments IX and X. Neither party is under any obligation to agree to amend any terms of this contract as part of the of the aforementioned meet and confer process.

ATTACHMENT IX
LABOR/MANAGEMENT COMMITTEE – BENCHMARK/MARKET STUDY

The City will undergo a classification/market study for the purposes of reviewing compaction, internal benchmark relationships, salary structure, and market placement among all cities in Orange County. The City will form a Labor/Management Committee upon completion of the study or January 1, 2024, (whichever is sooner) to review, analyze and develop recommendations for implementation during a July 2025 reopener.

ATTACHMENT X
LABOR/MANAGEMENT COMMITTEE – HEALTH INSURANCE STRUCTURE

Effective January 1, 2024, representatives from the City and the labor associations will form a Labor Management Committee for the purposes of evaluation the health insurance structure.

ATTACHMENT XI
LABOR MANAGEMENT COMMITTEE – WORKERS’ COMPENSATION

Effective January 1, 2023, representatives from the City and the labor associations will use time during the existing Labor Management Quarterly Meetings for the purposes of discussing the City’s Workers’ Compensation Program.