



Police Officer's Association 2022-2025 MOU

ARTICLE 1. TERM

MOU shall be in effect for three (3) years covering the July 1, 2022 through June 30, 2025 period.

ARTICLE 2. ON-SCHEDULE COMPENSATION

For the term of this MOU, the authorized position classification and salary schedule shall be amended as follows:

A. Base Salary Increases

During the term of this MOU, the base salary for the Police Officer position classification shall be adjusted in accordance with the following:

- i. Effective July 2, 2022, the base salary shall be increased by ten percent (10%).
- ii. Effective July 1, 2023, the base salary shall be increased by five percent (5%).
- iii. Effective June 29, 2024, the base salary shall be increased by two percent (2%).

B. Authorized Position Classification & Salary Schedule

The authorized position classification and salary schedule shall be amended to incorporate the terms of Subsection "A" above and established as specified in Appendix "A", attached hereto.

ARTICLE 3. OFF-SCHEDULE COMPENSATION

No off-schedule compensation shall be provided during the term of this MOU.

ARTICLE 4. OVERTIME

The City shall extend through the July 1, 2022 to June 30, 2023 period its temporary exception to the 14-day notice requirement for vacation leave to count as overtime. This exception allows vacation leave, comprehensive leave, and holiday leave to count as hours worked for the purposes of determining overtime hours if the leave is requested and received by the department via leave slip at least seven (7) days in advance of the time-off. This exception shall automatically renew on July 1 of each subsequent year of this MOU if the City does not give the Association written notice of termination by June 30 of each year. In the event the City terminates this exception by June 30, then the provisions of Article 4 shall revert back to the provisions in place on July 1, 2017. At that time, only vacation leave that was requested 14 days in advance counted as hours worked for the purposes of determining overtime hours.

ARTICLE 5. RETIREE MEDICAL

Effective January 1, 2023, the City shall provide retiree medical in accordance with the following:

A. Employees hired on or before December 31, 2022

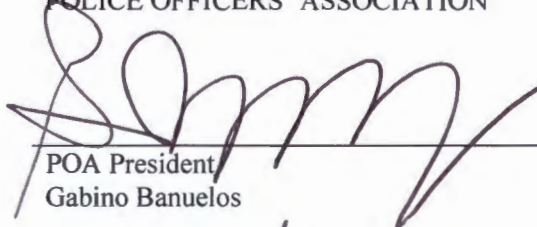
Pursuant to Resolution 03-27, all employees hired on or before December 31, 2022, shall be eligible for post-retirement health benefits. To be eligible, the employee must have a minimum of 10 years of service credit with CalPERS and no less than five (5) years of service credit with the City of San Gabriel.

B. New employees hired on or after January 1, 2023

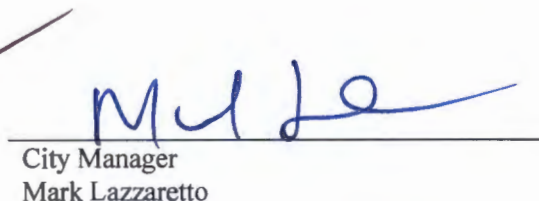
Pursuant to Government Code Section 22893 (formerly Section 22825.5), the City will make a resolution that any employee hired on or after January 1, 2023 shall not receive the benefit specified in Subsection "A" above but shall instead receive the Public Employees' Medical Hospital Care Act (PEMHCA) statutory minimum for retiree medical coverage as set forth in 22892, upon their retirement from the City.

SAN GABRIEL
POLICE OFFICERS' ASSOCIATION

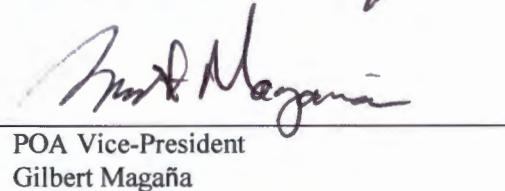
CITY OF SAN GABRIEL



POA President
Gabino Banuelos



City Manager
Mark Lazzaretto



POA Vice-President
Gilbert Magaña



Human Resources Director
Edward M. Macias

APPENDIX "A"

Authorized Position Classification & Salary Schedule

Approved by Resolution No. 22-61

Approved on October 4, 2022

POSITION TITLE	EFFECTIVE DATE	STEP A		STEP B		STEP C		STEP D		STEP E	
		MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY
Police Officer	07/03/21	\$6,133	\$35.38	\$6,440	\$37.15	\$6,762	\$39.01	\$7,100	\$40.96	\$7,455	\$43.01
Police Officer	07/02/22	\$6,746	\$38.92	\$7,084	\$40.87	\$7,438	\$42.91	\$7,810	\$45.06	\$8,200	\$47.31
Police Officer	07/01/23	\$7,084	\$40.87	\$7,438	\$42.91	\$7,810	\$45.06	\$8,200	\$47.31	\$8,610	\$49.67
Police Officer	06/29/24	\$7,225	\$41.69	\$7,587	\$43.77	\$7,966	\$45.96	\$8,364	\$48.26	\$8,782	\$50.67