



Police Management Group 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 for all authorized positions represented by the unit shall be amended to incorporate the following:

A. Base Salary Increases

During the term of this MOU, salary increases shall be implemented in accordance with the following:

- i. Effective July 2, 2022, the base salaries for all position classifications represented by the unit shall be increased by ten percent (10%).
- ii. Effective July 1, 2023, the base salaries for all position classifications represented by the unit shall be increased by five percent (5%).
- iii. Effective July 6, 2024, the base salaries for all position classifications represented by the unit 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. 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.

ARTICLE 5. MANAGEMENT FLEX LEAVE

Beginning in January 2023, the City shall provide 24 hours of flex leave to each unit member to offset the time unit members spend tending to ancillary duties and/or service calls. Flex leave shall be provided the first pay period beginning in January of each calendar year. Flex leave shall also be provided on a prorated basis for new unit members based on their time of hire into the unit. Flex leave is both non-cumulative and non-fungible, meaning that year-end flex leave balances cannot be carried over or cashed out.

ARTICLE 6. SPECIAL EVENT PAY

Unit members shall be paid at the rate of \$75.00 per hour for special event assignments.

ARTICLE 7. SALARY INCREASE UPON PROMOTION

Effective the first pay period after Council ratifies the MOU via resolution, internal candidates promoted to Sergeant and unit members promoted to Lieutenant shall receive a salary increase of at least 5% upon promotion.

The formula to determine the pay rate used for placement in the Police Sergeant salary range for internal candidates shall be:

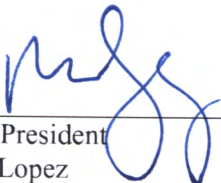
$$(\text{Base Pay} + \text{Incentive Pays not in the PMG MOU}) \times 1.05 = \text{Promotional Pay Rate}$$

The formula to determine the pay rate used for placement in the Police Lieutenant salary range for internal candidates shall be:


$$(\text{Base Pay} + \text{Incentive Pays not available to Lieutenant}) \times 1.05 = \text{Promotional Pay Rate}$$

SAN GABRIEL
POLICE MANAGEMENT GROUP

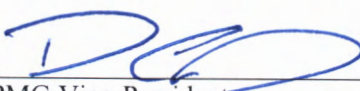
CITY OF SAN GABRIEL



PMC President
Rene Lopez



City Manager
Mark Lazzaretto



PMG Vice-President
Daniel Gosserand



Human Resources Director
Edward M. Macias

APPENDIX “A”
Authorized Position Classification & Salary Schedule
Approved by Resolution No. 22-63
Approved on October 18, 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 Lieutenant	07/03/21	\$9,820	\$56.66	\$10,311	\$59.49	\$10,827	\$62.46	\$11,368	\$65.59	\$11,937	\$68.87
Police Sergeant	07/03/21	\$7,831	\$45.18	\$8,223	\$47.44	\$8,634	\$49.81	\$9,065	\$52.30	\$9,519	\$54.92
Police Lieutenant	07/02/22	\$10,802	\$62.32	\$11,343	\$65.44	\$11,910	\$68.71	\$12,505	\$72.15	\$13,130	\$75.75
Police Sergeant	07/02/22	\$8,614	\$49.70	\$9,045	\$52.18	\$9,497	\$54.79	\$9,972	\$57.53	\$10,471	\$60.41
Police Lieutenant	07/01/23	\$11,343	\$65.44	\$11,910	\$68.71	\$12,505	\$72.15	\$13,130	\$75.75	\$13,787	\$79.54
Police Sergeant	07/01/23	\$9,045	\$52.18	\$9,497	\$54.79	\$9,972	\$57.53	\$10,471	\$60.41	\$10,994	\$63.43
Police Lieutenant	06/29/24	\$11,569	\$66.75	\$12,148	\$70.09	\$12,755	\$73.59	\$13,393	\$77.27	\$14,063	\$81.13
Police Sergeant	06/29/24	\$9,226	\$53.23	\$9,687	\$55.89	\$10,171	\$58.68	\$10,680	\$61.62	\$11,214	\$64.70