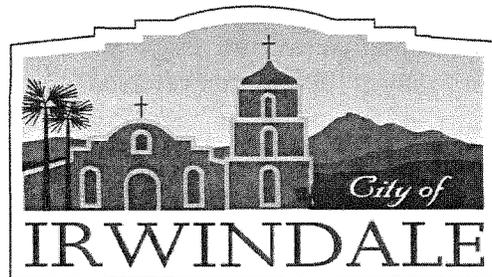


September 3, 2013



MEMORANDUM OF UNDERSTANDING BY AND BETWEEN
THE CITY OF IRWINDALE AND
THE IRWINDALE POLICE OFFICERS' ASSOCIATION

JULY 1, 2013 – JUNE 30, 2016

ARTICLE 01
RECOGNITION OF THE ORGANIZATION

SECTION 01.01 UNIT & UNION RECOGNITION. For the purposes of meeting its obligations under this Memorandum of Understanding (hereinafter referred to as the "MOU"), the Meyers-Miliias-Brown Act, Government Code Sections 3500 *et seq.*, City rules, regulations, and/or laws affecting wages, hours, and other terms and conditions of employment, the City of Irwindale (hereinafter referred to as the "City") hereby affirms its recognition of the Irwindale Police Officers' Association (hereinafter referred to, along with any successor employee organizations, as the "Recognized Employee Organization"), an unincorporated association, as the exclusive and majority representative of the employee bargaining unit containing the following position titles and salary ranges (hereinafter referred to as the "IPOA Unit"):

<u>Position Title</u>	<u>Salary Range</u>
Sergeant	52
Corporal	46
Officer	44
Police Dispatcher	37
Reserve Officer	Hourly (at will)
Cadet	Hourly (at will)

ARTICLE 02
TERM OF MOU

SECTION 02.01 TERM ESTABLISHED. The term of this MOU shall be effective from and after July 1, 2013 and shall expire at midnight on June 30, 2016.

ARTICLE 03
CITY MANAGEMENT RIGHTS

SECTION 03.01 CITY RESPONSIBILITIES AND RIGHTS. Except as expressly modified or restricted by a specific provision of this MOU, past practice, or other City enactment, federal or state law, all managerial rights, prerogatives, and functions that are inherent and/or established by statute, regulation, local ordinance, local resolution, or judicial, administrative or common law, are retained and vested exclusively in the City.

ARTICLE 04
EMPLOYEE ORGANIZATION RIGHTS

SECTION 04.01 DUES DEDUCTION. The City shall provide for payroll deductions each month from the first biweekly payroll of the month (twelve times per calendar year) of the Recognized Employee Organization's dues and assessments and other authorized payments, in the amount certified to be current by the Treasurer of the Recognized Employee Organization and as authorized in writing by a represented employee. The City shall remit the total amount of deductions to the Recognized Employee Organization quarterly.

SECTION 04.02 REPRESENTATIVES' RIGHTS. The Recognized Employee Organization may select a total of four (4) representatives for the IPOA Unit for purposes of labor negotiations. The Recognized Employee Organization shall give to the City a written list of employees who have been selected as representatives upon written request of the City. For purposes other than labor negotiations (such as grievances and/or disciplinary actions), IPOA Unit members shall be entitled to select any one representative of their choice from the IPOA Unit and/or an attorney to assist them in such matters.

Representatives may spend a reasonable amount of time to promptly and expeditiously investigate and process grievances without loss of pay or benefits of any kind. Representatives shall be free from reprisal and shall not in any way be coerced, intimidated or discriminated against as a result of their activities and roles as representatives.

Representatives shall notify and obtain permission from their supervisor before leaving their work to transact any employee organization business. Permission will be granted promptly unless such absence would cause an undue interruption of work. If such permission cannot be granted promptly, the representative will be immediately informed when the time will be available.

The Recognized Employee Organization agrees that a representative shall not log compensatory time or overtime pay for the time spent performing any function of a representative.

SECTION 04.03 ALLOWED TIME FOR REPRESENTATIVES. The City agrees to allow representatives an average of two (2) hours per month to transact and discuss employee organization business during their regular working hours subject to the discretion of the Chief of Police.

ARTICLE 05
NO STRIKE - NO LOCKOUT PLEDGE

SECTION 05.01 EMPLOYEE ORGANIZATION PROHIBITED CONDUCT. The Recognized Employee Organization, its officers, agents, representatives and/or members agree that during the term of this MOU they will not cause nor condone any strike, walkout, slowdown, sick-out, or any other concerted job action by withholding or refusing to perform services. A violation of this Section by any employee shall constitute a just cause for discipline. Taking joint action or joining other employee organization(s) to engage in such activity is included in this prohibition.

SECTION 05.02 CITY PROHIBITED CONDUCT. The City agrees that it shall not lockout its employees during the term of this MOU. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall, or failure to return to work of the employees of the City in the exercise of its rights as set forth in any provisions of this MOU or applicable ordinance or law.

ARTICLE 06
BASIC COMPENSATION PLAN & OTHER PAY BENEFITS

SECTION 06.01 BASIC COMPENSATION PLAN. The City has established a basic compensation plan through Council Resolution for all represented unit members.

SECTION 06.02 SALARY AND WAGE SCHEDULES.

- A. Effective the first payroll period starting on or after both Council adoption of the 2013-2016 MOU and implementation by CalPERS of any necessary City Council resolution(s) allowing for modifications by the City to the amount of employer paid normal member CalPERS contributions as set forth in Section 13.07 and implementation of said contributions, there shall be a 2% base salary increase for all unit safety members and a 2% base salary increase for all unit miscellaneous members. Salary schedule as set forth in Attachment A-1.
- B. Effective the first payroll period commencing on or after July 1, 2014, there shall be a 1.0% base salary increase for all miscellaneous unit members, and a 2% base salary increase for all unit safety members. Salary schedule as set forth in Attachment A-2.
- C. Effective the first payroll period commencing on or after July 1, 2015, there shall be a 1% base salary increase for all unit safety members. Salary schedule as set forth in Attachment A-3.

SECTION 06.03 BILINGUAL BONUS PAY. Permanent full-time and part-time IPOA Unit members shall be entitled to bilingual pay in addition to basic compensation. Part-time members shall be paid at the rate of \$0.50 per hour. Permanent full-time members shall be paid at a capped single or combined rate of two and one-half (2 1/2%) percent of basic compensation, whichever is greater. These payments shall be made per pay period to those employees who prove proficient in Spanish and/or American Sign Language, and are required to use such languages during the course of City business. The City shall determine qualification requirements and an appropriate exam, which the employees will be required to meet and pass, respectively.

SECTION 06.04 EDUCATION INCENTIVE BONUS PAY.

- A. Sworn permanent and full-time IPOA Unit members shall be entitled to receive education incentive bonus pay in addition to basic compensation (with a maximum educational incentive bonus of fifteen (15%) percent of basic compensation) for obtaining California Police Officers Standards and Training (P.O.S.T.) Certificates and College or University Diplomas as set forth by the percentages of basic compensation listed below (but with no doubling of degrees such as two BA degrees, two MA degrees, etc.):

2 ½%	Bonus for each Intermediate Certificate;
2 ½%	Bonus for each Advanced Certificate;
2 ½%	Bonus for each Supervisory Certificate;
2 ½%	Bonus for each AA/AS Degree;
2 ½%	Bonus for each BA/BS Degree;
<u>2 ½%</u>	<u>Bonus for each MA/MS Degree.</u>
15%	Maximum educational incentive bonus

B. Non-sworn IPOA Unit members shall be entitled to receive education incentive bonus pay in addition to basic compensation as follows:

1. **DISPATCHERS WITH DEGREES OR JUNIOR STATUS AT A COLLEGE OR UNIVERSITY.** Dispatchers who have at minimum an Associate in Arts Degree (“AA Degree”) or Junior year status at a four year college or higher will receive an additional one thousand two hundred dollars (\$1,200) per year maximum as an education incentive bonus to their base compensation. This incentive will be paid out over twenty-six (26) bi-weekly pay periods in a calendar year.
2. **DISPATCHERS WITHOUT A DEGREE OR LESS THAN JUNIOR STATUS AT A COLLEGE OR UNIVERSITY.** Dispatchers who do not meet the degree or educational requirement in paragraph 1 above, shall be provided an education incentive at a rate of five dollars (\$5.00) per month for each three (3) units completed, up to a maximum of one-hundred (\$100.00) per month for courses taken while employed with the City.
3. All courses taken and completed must have prior approval of the Chief of Police and the City Manager and be related to the employee's employment with the City unless the course is part of classes necessary for obtaining a degree. Upon completion of each course, the employee must complete the appropriate City form requesting education incentive and tuition reimbursement. A passing grade of “C” or better is required, and a copy of the grade and all receipts must be attached to the completion form. Employees requesting reimbursement for course related books are required to turn the books into the Personnel Office.

SECTION 06.05 WATCH COMMANDER PAY. One and one half hours at time and a half of bonus pay for full-time officers acting in the capacity of watch commander. Hours worked will be prorated in increments of .25 of an hour, or 15 minutes. A Corporal is not eligible for the pay provided by this Section.

SECTION 06.06 SPECIAL ASSIGNMENT BONUS PAY. Effective July 1, 2008, IPOA Unit members in the following special assignments shall receive the following special assignment bonus pay in addition to basic compensation:

- 5.0% for Detective;
- 5.0% for Detective Sergeant;
- 2.5% for Range Master;
- 5.0% for Motor Officer;
- 5.0% for Commercial Enforcement Officer;
- 5.0% for K-9 Officer
- 2.5% for two designated Field Training Officers (the designated Training officers at the discretion of the Chief of Police can be assigned training related activities when not performing direct field training.);

- 2.5% for officers acting in the capacity of a Field Training Officer; and
- 2.5% for full-time permanent Dispatchers who are acting in the capacity of "Training Dispatcher."

SECTION 06.07 RESERVE OFFICER PAY. The City has two reserve officer classifications, Level I and II, as designated by P.O.S.T. guidelines and who are at-will employees which receive the following pay:

- A. Level I: Receives bottom step patrol pay;
- B. Level II: Effective the first payroll period starting on or after Council adoption of the 2013-2016 MOU, shall receive \$13.92 per hour. Effective the first payroll period commencing on or after July 1, 2014, shall receive \$14.20 per hour. Effective the first payroll period commencing on or after July 1, 2015, shall receive \$14.34 per hour.

Within a reasonable time from City adoption hereof, the City shall pass a resolution, with language agreed upon by the IPOA, designating those Level 1 reserves that are in compliance with POST Level 1 requirements as official Level 1 Reserves.

SECTION 06.08 UNIFORM ALLOWANCE. IPOA Unit members in the following categories shall receive an annual uniform allowance on a separate paycheck as follows:

- A. \$1,000.00 for all full-time sworn IPOA Unit members;
- B. \$600.00 for all sworn Reserve Police Officer IPOA Unit members;
- C. \$850.00 for all full-time dispatcher IPOA Unit members;
- D. \$600.00 for all cadet IPOA Unit members.

SECTION 06.09 ANNUAL SERVICE AWARD PAY. Full-time employees covered by this MOU shall be entitled on each qualifying employee's fifth (5th) consecutive employment year to "Annual Service Award" pay of twenty dollars (\$20.00) for each year worked, which shall be paid in December of the qualifying year at the Employee Annual Service Award Luncheon. Part-time employees receive a service award of ten (\$10.00) under the same terms.

SECTION 06.10 LONGEVITY BONUS. Full-time employees covered by this MOU hired on or before June 30, 2010 shall be entitled to receive a lump sum twenty thousand dollar (\$20,000) longevity bonus only upon meeting each and all of the following terms and conditions:

- A. The employee must retire from service at the City (which may include a disability retirement);
- B. At the time of retirement, the employee must have completed a minimum twenty-five (25) years of continuous service with the City;

- C. The applicable starting date for determining the longevity bonus shall be the first day the employee performed compensable services as a regular full-time employee of the City; AND
- D. No longevity bonus shall vest until the employee retires from the City.

Effective July 1, 2010 through August 31, 2010, full-time employees covered by this MOU shall be entitled to receive a lump sum thirty thousand dollar (\$30,000) longevity bonus only upon meeting each and all of the following terms and conditions:

- A. The employee must retire no later than August 31, 2010 from service at the City.
- B. At the time of retirement, the employee must have completed a minimum of twenty (20) years of continuous service with the City.
- C. The applicable starting date for determining the longevity bonus shall be the first day the employee performed compensable services as a regular full-time employee of the City; AND
- D. No longevity bonus shall vest until the employee retires from service with the City.

All new employees hired on or after July 1, 2010 shall not be entitled to receive any longevity bonus.

SECTION 06.11 MINIMUM PROMOTIONAL COMPENSATION. Personnel Rule 5.15.1 B is incorporated herein and requires that where an IPOA Unit member "who is promoted shall be compensated at the Step in the new salary range which comes nearest to but not less than five (5%) percent higher than the Step the employee held in the previous salary range." This provision shall now also apply to the Corporal position, which is a promotional position over Police Officer, effective with the adoption of this MOU.

SECTION 06.12 CORPORAL PAY AND ELIGIBILITY PROTOCOL. The position of Corporal shall be compensated at a rate that is at least five (5%) percent over that of Police Officer. The City agrees that by salary compensation resolution it will have at least two (2) budgeted corporal positions and use best efforts to fill these positions. If the City intends to eliminate one of these budgeted positions, then it must first meet and confer with the Recognized Employee Organization. Eligibility requires three years as a full-time police officer with at least two years as a full-time Irwindale Police Officer as of the application deadline. Eligible candidates must pass a written test selected and/or developed at the City's sole discretion with score of seventy (70%) percent in order to proceed to an oral interview. Appointment shall be consistent with City Personnel Rules.

SECTION 06.13 COMPENSATORY LEAVE. Eligible IPOA Unit members may accrue a maximum of eighty (80) hours of compensatory leave.

SECTION 06.14 TUITION REIMBURSEMENT PROGRAM. City Personnel Rule 15.25 as applied to Unit members is modified by this provision to the extent that the City and the IPOA agree that City determines funding levels and intends to reduce funding from the previous annual funding amount of \$30,000 to \$15,000. Notwithstanding the provisions of Personnel Rule 15.25

otherwise, the parties also agree that effective July 1, 2010 no employee shall receive more than \$3,000 per fiscal year.

SECTION 06.15 CANINE MAINTENANCE The parties agree that 13.0 hours of work time per pay period shall constitute equitable and reasonable time worked for any and all maintenance of the assigned canine (if and when canine service is again utilized.)

ARTICLE 07
HOURS, WORK SCHEDULES & OVERTIME

SECTION 07.01 SWORN NORMAL WORKWEEK & PAYBACK TIME. For purposes of IPOA Unit sworn personnel, the City designates and declares an established and regularly occurring twenty-eight (28) consecutive day work period pursuant to the Fair Labor Standards Act ("FLSA"), 29 U.S.C. §207(k). The City will pay sworn IPOA Unit members overtime for any hours deemed to have been worked in excess of one-hundred sixty (160) during the designated work period. Overtime requests shall be submitted when IPOA Unit members work hours outside their regularly scheduled shifts, but such requests shall be reconciled against the one-hundred sixty (160) or forty (40) hour requirement applicable to their sworn or non-sworn position.

Effective November 18, 2008 the City implemented a work schedule consisting of an alternative 3/12.5 flexible work week consisting of three (3) consecutive days with each being a straight 12.5 hour work day.

For sworn personnel, ten (10) hours of additional time worked during a four week period will go toward payback hours (i.e., court, training, range, patrol overtime, special assignment) counted at straight time. This flexible payback time is necessary for sworn IPOA unit members to meet their one-hundred sixty (160) hour over the twenty-eight (28) day work period obligation. This time shall under normal circumstances be prescheduled for patrol positions as part of a "payback" shift, with the exception on the rare occasion when unforeseeable circumstances may arise requiring more flexibility of proactive scheduling by department management. A training calendar will also be developed and must be adhered to during the twenty minute schedule overlap. Hours that will not count toward payback time include speedway, watch commander pay, any other reimbursable or grant related assignment and will be paid at time and one half. Any payback time not paid back at the end of the four (4) week work period of sworn employees shall be deducted from the employees' accrued compensatory time or accrued vacation. It is understood that IPOA unit members desire to work off their payback time and do not wish to use vacation or compensatory time, if possible.

A Police Officer may work the payback time off in training or patrol if scheduled. It is agreed that a Police Officer or other employee may be ordered to work at a certain time as needed by the Department upon being given forty-eight (48) hours advance notice. An employee may be ordered to work in an emergency without respect to the forty-eight (48) hour rule. An employee may volunteer to work payback time off at any time when the Chief of Police determines there is a need for additional help. An officer's prescheduled payback shift shall not be canceled unless that officer is given at least seventy-two (72) hours notification prior to that prescheduled payback shift.

Court time may be used to satisfy the payback time obligation each month. No IPOA Unit member, however, will be paid for the hours between Night Watch or End of Watch (E.O.W.) at 6:00 a.m. and the time court pay becomes effective (8:00 a.m. or later). A Night Watch Officer will not be held over to cover for a Day Watch Officer who is required to be in court. The Day Watch will suspend minimum manning requirements if the Officer will be in court only a short time. If a longer court session is required, the Watch Commander may make other arrangements as required, recognizing that a Night Watch Officer who is asked to fill in for an Officer leaving for court will not be paid until 8:00 a.m. or later when the Day Watch Officer actually leaves for court.

SECTION 07.02 DISPATCHER WORKWEEK. For Dispatchers covered by this MOU, the agreed work schedule is a forty (40) hour work week consisting of three work days of any combination of 13.5, 13.5 & 13 hour work shifts that equal forty (40) hours in a workweek with no payback time owed. It is agreed that dispatchers are to remain on-call and remain in the Police Department while on their thirty (30) minute paid meal break during their shifts. In exchange for this schedule, the City had increased dispatcher salary cost of living adjustment pay an additional one (1%) percent over sworn IPOA Unit members to compensate for lost built-in overtime, but the dispatchers agree to reduce their salary by one (1%) percent in the event that the City returns to a schedule that has built-in overtime.

SECTION 07.03 CALCULATION OF OVERTIME. For non-exempt positions within the IPOA Unit, which do not meet one of the FLSA exemption categories, floating holiday hours, vacation, or compensatory time used will be included as time worked for purposes of calculating FLSA overtime. Legal holidays, for which City Offices are closed, will be recognized as time worked for purposes of calculating FLSA overtime. Sick leave, evaluated on a per pay period basis, will not be recognized as time worked for purposes of calculating FLSA overtime; however, this does not apply to outside agency overtime assignments from which the City can recover full cost of the employee's overtime.

Overtime for non-exempt positions within the IPOA Unit shall be compensated in one of the following two ways:

- A. As paid time at the one-and-one half rate of pay; or
- B. As compensatory time as accrued at the one-and-one half rate of pay.

Compensatory time accumulated is vested time and must be utilized or paid in conjunction with termination of employment.

All overtime worked in less than one (1) hour increments in a work shift shall be compensated for in the following manner:

<u>Time Worked</u>	<u>Overtime Compensation</u>
0-15 minutes	.25 hour x 1.5
16-30 minutes	.50 hour x 1.5
31-44 minutes	.75 hour x 1.5
45-60 minutes	1 hour x 1.5

SECTION 07.04 4/10 WORK SCHEDULE FOR POLICE DETECTIVES, K-9 OFFICERS, COMMERCIAL ENFORCEMENT OFFICERS, AND MOTOR OFFICERS. Commercial enforcement officers and motor officers shall be scheduled to work the 3/12.5 schedule as described in Section 7.01.

SECTION 07.05 PREPARATION OF WORK SCHEDULES. Schedules will be prepared in advance by administrative staff and will cover a period of sixteen (16) weeks. Each schedule shall consist of a designated team of sergeant/supervisor, police officers and police dispatchers, with said team remaining in tact for each sixteen (16) week schedule. Based upon the needs of the Department and his sole discretion, the Chief of Police shall retain the right to modify any particular team member's shift schedule. Schedules for Sergeant and Patrol will be kept separately, but will change at the same time. The Chief of Police may, if necessary, place a Senior Patrol Officer in the Sergeant's schedule. Dispatch scheduling, though separate, will change along with Patrol and Sergeant's schedules on a sixteen (16) week basis. New Patrol officers, including entry level and lateral officers, upon completion of their FTO training, will not rotate up in the schedule choice list for two shift periods (32 weeks). The Chief of Police reserves the right to modify an individual's shift schedule at any time if Police Department needs require it. For sworn IPOA Unit members, routine shift changes on a day-for-day basis will continue to be permitted subject to current approval procedures; however, shift changes involving an entire four (4) week period or more will not be permitted.

SECTION 07.06 PART-TIME EMPLOYEE HOURS CAP. The City reserves the right to not schedule or work part-time IPOA Unit members more than nine hundred ninety nine (999) hours in any fiscal year.

SECTION 07.07 INJURY ON DUTY. An employee assigned to light-duty status will generally be assigned to work a 4/10 hour work week, Monday through Thursday, 0800 to 1800 hours. Any exceptions to this schedule may be made with appropriate advanced notice to the employee with approval of the Patrol or Administrative Lieutenant. Employees on light-duty status work a 40 hour work week and are not authorized to work overtime or accrue compensatory time. Employees will be paid for doctor appointments and/or treatment that occurs during light duty work hours, but not for appointments and/or treatment that occurs during their scheduled time off.

SECTION 07.08 SHOW-UP TIME. IPOA Unit members shall receive a minimum of four (4) hours for show-up time pertaining to any extra duties such as court show-up, assigned special events, outside details, any type of call back or call in.

ARTICLE 08 **VACATION BENEFIT**

SECTION 08.01 VACATION ACCRUAL. Each permanent full-time employee shall accrue vacation leave in accordance with the following formula with an accrual cap of 300 hours, over which the employee will be cashed out at one hundred (100%) percent by the City on the pay period following January 31st of each year in order to bring the employee down to the 300 hour cap:

0-4 (years of service)	3.693
4	4.616
10	4.923
11	5.231
12	5.539
13	6.154

Vacation leave shall be deemed to have been accrued by the employee only at the end of the month in which the employee was in service of the City. If employment begins prior to the sixteenth (16th) of the month, vacation leave shall be accrued for that month. If employment begins on or after the sixteenth (16th) of the month vacation leave shall be accrued beginning with the first (1st) day of the following month. If termination occurs prior to the sixteenth (16th) day of the month no vacation leave shall be accrued for that month.

Accrual at the next highest incremental rate shall begin with the next pay period following the employee's anniversary date of original employment with the City, regardless of any promotions or demotions.

SECTION 08.02 USE OF VACATION. The dates of vacation leave may be selected by the employee based upon the procedures set forth in the Department's General Orders except as modified herein, but shall be subject to prior approval of the employee's department head. Employees requesting over 40 hours of vacation must submit such requests with twenty-one (21) days advance notice. This notice requirement shall be excused only in cases of emergency as determined by the Department. All vacation time shall be taken in minimums of fifteen (15) minute increments.

A probationary employee shall not be eligible to utilize vacation leave during the first six (6) months of initial full-time employment with the City except with the prior approval of the employee's department head and the City Manager.

ARTICLE 09
HOLIDAY BENEFIT

SECTION 09.01 HOLIDAY DATES FOR DETECTIVE AND DETECTIVE SUPERVISOR. All full-time Detective and Detective Supervisors shall have the following designated holidays. It should be understood that other employee groups may follow a different holiday schedule depending on days and hours worked. These provisions shall supersede any Personnel Rules governing the matters addressed in this Article.

1.	New Year's Day	January 1
2.	Cesar Chavez Day	March 31
3.	Memorial Day	Last Monday in May
4.	Independence Day	July 4
5.	Labor Day	First Monday in September
6.	Thanksgiving Day	Fourth Thursday in November
7.	Day After Thanksgiving Day	Fourth Friday in November
8.	Christmas Eve (1/2 Day)	December 24

9.	Christmas	December 25
10.	New Year's Eve (1/2 Day)	December 31

If any of the foregoing holidays fall on a Friday or a Saturday, the holiday will not be observed on the preceding Wednesday or Thursday. For any holiday that falls on a weekend, it will be at the City Manager's discretion as to whether it will be observed on the following Monday.

SECTION 09.02 HOLIDAY HOUR BANK & CITY SCHEDULING FOR DETECTIVE AND DETECTIVE SUPERVISOR. All full-time Detective and Detective Supervisors shall have a total bank of one hundred thirty (130) hours per calendar year available to them for holidays. When any of the above-listed holidays falls on a regular workday (Monday-Thursday) or in the case of a Sunday holiday which is celebrated on the following Monday as determined by the City Manager, ten (10) hours will be deducted from the holiday bank of hours for each such holiday, and the holiday will be celebrated in the normal manner. At the beginning of each calendar year, the City will determine and distribute its holiday schedule. Based thereon, the total number of holidays will be multiplied by ten (10) hours and the resulting sum will be deducted from the holiday bank of hours. Each full-time Detective and Detective Supervisor will then be credited with the balance of the remaining one hundred thirty (130) holiday bank hours which may be used as floating holiday time in a manner similar to that of vacation time. However, unlike vacation time, holiday bank hours must be used within the calendar year in which they are generated and no accumulation of hours beyond the calendar year shall be permitted. If a full-time Detective and Detective Supervisor separates from employment with the City, and has not used accrued holiday bank time, he or she will not be compensated for any unused holiday bank hours. Accrued holiday hours not used by the end of the calendar year shall be paid at the employee's "basic rate of pay" as opposed to "regular rate of pay."

SECTION 09.03 HOLIDAY RULES FOR THOSE ON 4/10 PLAN. For those full-time IPOA Unit members working a 4/10 Plan with Mondays instead of Fridays off, appropriate adjustments to the schedule shall be made to adhere to the intent of the holiday schedule and program.

SECTION 09.04 HOLIDAY PAY FOR FULL-TIME IPOA MEMBERS EXCLUDING DETECTIVES AND DETECTIVE SUPERVISORS. In lieu of the holiday schedule and bank of hours listed above, all full-time IPOA members other than Detectives and Detective Supervisors shall annually receive a maximum of one hundred thirty (130) hours at time and one half (1 ½) to be paid in cash at a rate of ten (10) hours per month at time and one half January through November, with twenty (20) hours being paid in December at time and one half. Holiday time paid during any four (4) week period may not be used or credited against "payback" time. The Holiday pay provided by this Section is separate and distinct from regular work time and is not intended to create any additional or earlier obligation to pay overtime.

ARTICLE 10

LATERAL HIRE SPECIAL ACCRUAL AND BENEFIT RULES

SECTION 10.01 SPECIAL RULES. The following policy changes are agreed upon for newly hired lateral personnel who are hired into the IPOA Unit, with "lateral" being defined as

coming from the same or a substantially similar position with another law enforcement agency and/or a person recognized as a "lateral" by the P.O.S.T. Commission:

- A. Lateral sworn personnel (and no others) shall receive Bilingual Bonus Pay commencing from start of employment if qualified by City and after passing exam.
- B. Lateral sworn personnel (and no others) shall receive Educational Incentive Bonus Pay commencing from successful completion of a six (6) month probation.
- C. Lateral sworn personnel (and no others) shall have their probation reduced to a six (6) month period commencing from the date of employment, subject to extension as provided by the City's Personnel Rules.
- D. Lateral dispatchers shall be subject to a reduced probation of only a six (6) month period commencing from the date of employment, subject to extension as provided by the City's Personnel Rules.
- E. All IPOA Unit member laterals shall start at the salary step immediately above their previous rate of pay, but not to exceed a five (5%) percent difference.

ARTICLE 11
LEAVES OF ABSENCE

SECTION 11.01 SICK LEAVE ACCRUAL. Each IPOA Unit member shall be credited with 3.693 hours of sick leave bi-weekly per the City's Personnel Rule 14.20.3.

SECTION 11.02 PAYMENT OF VACATION AND SICK LEAVE. Elective cash-outs of leave accruals may be made anytime by means of a regular payroll check (no separate check will be issued) and/or by separate check limited to four times a year (first pay period in September, December, March, and June) with a cash-out limit of one hundred (100) hours total per fiscal year. For the first year of the contract FY 10/11, cash outs that were paid in July 2010 through the signing of this contract will apply towards the 2010/2011 Fiscal Year cap of one hundred (100) hours. This section, however, shall not apply to any cash out of vacation or sick leave upon termination of employment or retirement from the City. In addition, the parties hereto agree to modify/clarify Personnel Rule 14.15.4 such that accrued vacation hours which exceed the agreed upon limit, which is currently three hundred (300) hours, shall be either utilized or paid at the employee's "basic rate of pay" as opposed to "regular rate of pay," which is consistent with past practice. Buy back of sick leave, if any, shall also be paid at the employee's "basic rate of pay" as opposed to "regular rate of pay." This section, however, shall not apply to any cash out of vacation or sick leave upon termination of employment or retirement from the City.

SECTION 11.03 SICK LEAVE PAY BACK. The City agrees to provide Sick Leave pay back per the City's Personnel Rule 14.20.4 upon an employee's termination or cash in request, as follows:

25%	over 100 days
50%	61-100 days

75%

1st 60 days

SECTION 11.04 BEREAVEMENT LEAVE. The City's Personnel Rules provide for bereavement leave (see Rule 14.25). For IPOA Unit members eligible for such leave, the term "day" shall be defined as their work day such that if they are on an alternative work week schedule a day may comprise 8 to 12.5 hours. Thus, IPOA Unit members shall be entitled to three (3) days bereavement leave comprised of such alternative work days, totaling not more than 37.5 hours.

SECTION 11.05 TRAINING CONFERENCE LEAVE. Except for Patrol Officers, when an employee is scheduled to attend a conference or training program Monday through Friday, his/her work hours will be 8:00 a.m. to 5:00 p.m., Monday through Friday, so there is no issue that he/she is eligible for overtime while attending the conference or training. "Payback" time will be applied for Patrol Officer training periods outside of the regular shift. When no "payback" time is available, overtime time will be paid or compensatory time will be accrued.

SECTION 11.06 JURY DUTY. Any permanent or probationary full-time employee who is required to serve as a juror in any court of judicial action of this State or of the United States shall be entitled to a leave of absence with pay during such period of jury duty per the City's Personnel Rule 7.05. An IPOA Unit member serving jury duty leave, however, shall not be granted additional compensation when such leave extends beyond the employee's regularly scheduled work days per week to his or her days off. An employee scheduled for jury duty on a day off will be entitled solely to that employee's mileage and court provided compensation for that day, if any.

SECTION 11.07 WITNESS LEAVE. The City's Personnel Rule 7.05 JURY DUTY AND WITNESS LEAVE is hereby modified as applied to IPOA Unit members as follows.

Personnel Rule 7.05 currently provides in pertinent part:

"Any employee required to be absent from work on behalf of the City by proper subpoena issued by a court or other legally empowered agency, shall be entitled to be absent from work at the employee's regular rate of pay, provided that any fees, except mileage, are deposited with the City. An employee required to be present as a witness in another matter shall not be entitled to be paid during such absence."

The parties hereto agree to replace this language with the following language that provides for non-work related legal witness leave as follows:

"Any employee required to be absent from work by proper subpoena issued by a court or other legally empowered agency, shall be entitled to be absent from work at the employee's regular rate of pay, provided that any fees, except mileage, are deposited with the City."

ARTICLE 12
MEDICAL, INSURANCE AND RELATED BENEFITS

SECTION 12.01 MEDICAL BENEFITS. Medical benefits shall be under the California Public Employees' Retirement System ("CalPERS") medical program. The City pays one hundred percent (100%) of the premium for any CalPERS medical plan for full-time and permanent part-time IPOA Unit members and their dependents.

SECTION 12.02 DENTAL BENEFITS. The City pays one hundred percent (100%) of the premium for one of two dental plans offered by the City for full-time and permanent part-time IPOA Unit members and their dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.

SECTION 12.03 VISION BENEFITS. The City pays one hundred percent (100%) of the premium for a vision plan for full-time and permanent part-time IPOA Unit members and their dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.

SECTION 12.04 GROUP LIFE INSURANCE. The City pays 100% of the premium of a group life insurance policy for full-time IPOA Unit members which provides 1 times annual earnings (as defined in policy) to a maximum of \$100,000 and coverage for spouse and children of \$5,000.

SECTION 12.05 ACCIDENTAL DEATH & DISMEMBERMENT POLICY (AD&D). The City pays 100% of the premium of an AD&D policy for full-time IPOA Unit members which provides \$20,000 benefit coverage. Consistent with past practice, the City also provides an additional AD&D policy in the amount of \$50,000 for all full-time sworn unit members and \$25,000 for all part-time Reserve Police Officers.

SECTION 12.06 ADDITIONAL VOLUNTARY LIFE AND AD&D COVERAGE. The City offers additional benefit coverage for purchase by full-time IPOA Unit members at said member's own expense.

SECTION 12.07 CRPOA MEMBERSHIP. The City pays the cost of membership in the California Reserve Peace Officers Association ("CRPOA") for Level I and II Reserve Officers and the Reserve Officer Coordinator.

SECTION 12.08 IRS SECTION 125 PROGRAM. The Section 125 Program will be in full force and effect unless changed by mutual agreement of the City and Recognized Employee Organization. The Program shall be administered through a vendor selected at City's sole discretion. While participation in the Section 125 Program is voluntary, all administrative costs as may attend participation are to be paid by the City. The Section 125 Plan shall maintain the current cap of \$5,000 for childcare and \$2,500 for medical expenses.

SECTION 12.09 EAP PROGRAM. City pays premium for participation in EAP Program for IPOA Unit members and their dependents.

SECTION 12.10 STATE DISABILITY INSURANCE. Employees participate in state sponsored short term disability program at no expense to the City.

SECTION 12.11 MEDICAL, DENTAL & VISION INSURANCE PREMIUM INCENTIVE PAY. City shall reimburse to any full time and permanent part-time employee covered hereunder one half (1/2) of the average monthly cost to the City for single employee medical insurance coverage only, provided such employee can demonstrate, to the satisfaction of the City, that such employee has substantially equivalent medical, dental and vision coverage through some other insurance plan, which plan shall remain in full force and effect during the entire term of employment of such employee with the City. The City shall have the sole and unfettered right to determine whether an employee has satisfactorily demonstrated substantially equivalent medical, dental & vision coverage, and any such employee seeking reimbursement from the City must, at least annually, provide written proof of such substantially equivalent medical, dental & vision coverage in a form satisfactory to the City. Payment of this incentive pay shall be made bi-weekly through the regular payroll system. This does not add to an employee's base pay.

ARTICLE 13 **RETIREMENT BENEFITS**

SECTION 13.01 PARS MEMBERSHIP. Pursuant to Government Code §§ 53216 et seq., the City participates in PARS which affords miscellaneous employees the retirement benefit commonly referred to as "1% at 55." The City pays on behalf of each eligible non-sworn IPOA Unit member an amount sufficient to pay the full cost of the PARS retirement enhancement benefit. The City's participation in PARS is in addition to, and not in lieu of, the City's participation in the CalPERS programs identified in the following Section. The City's PARS participation shall continue in full force and effect during the term of this MOU.

Non-sworn Unit members hired before January 1, 2007 shall have their PARS benefits vested after completing three (3) years of continuous employment with the City and service credit shall be given for employment with/by other agencies and/or cities. Non-sworn Unit members hired after January 1, 2007 shall have their PARS benefit vested after ten (10) years of continuous employment with the City and no service credit shall be given for employment with/by other agencies and/or cities.

Effective January 1, 2011 the parties agree to modify the PARS plan design for current non-sworn Unit members regarding cash out options with an employee contribution of four tenths percent (0.4%) on a pre-tax basis. Section 4.2(d) and Section 4.2(c) of the PARS plan document shall be modified, thereby removing the lump sum payment option, and the fixed term payments of 5-6 years option. Section 2.3 of the PARS plan document shall be modified, thereby removing the pre-retirement disability benefit. All non-sworn Unit members shall pay four tenths percent (0.4%) of salary to maintain the PARS plan design features of fixed term payments of 7-15 years.

Effective January 1, 2011, the PARS plan document shall be modified to add a "pop-up" provision to Option 2 of the PARS REP plan, whereby if the beneficiary predeceases the retiree, the retiree's monthly benefit will increase.

For all new non-sworn Unit members, hired on or after January 1, 2011, the City shall pay on behalf of each eligible unit member fifty percent (50%) of the amount sufficient to pay for the cost of the PARS retirement enhancement benefit. The non-sworn Unit member shall be required to pay for fifty percent (50%) of the contribution.

Unit members hired on and after January 1, 2013 shall be ineligible to participate in the PARS program.

SECTION 13.02 CalPERS MEMBERSHIP. APPLICABLE TO CLASSIC MEMBERS

- A. The following provisions in this Section "A" apply to Unit members as defined by AB 340 (the California Public Employees' Pension Reform Act of 2013,) as "classic" members of CalPERS.

The City is a contract member of the California Public Employees' Retirement System (CalPERS). Such membership shall be maintained and employee eligibility, classification, contributions, and benefits are as prescribed in the contract between the City and the California Public Employees' Retirement System heretofore approved by the City Council which includes the programs identified below which shall be maintained during the life of this MOU.

1. Section 21354: 2% @ 55 retirement benefit formula for Miscellaneous Unit members.
2. 3% @ 50 for sworn unit members.
3. Section 21574: Fourth Level of 1959 Survivors Program.
4. Section 21024: Military Service as Public Service.
5. Section 20042: One Year Final compensation.
6. Section 21427: Improved non-industrial disability allowance.
7. Section 21624 & 21626: Post-retirement survivor allowance.
8. Section 20965: Credit for unused sick leave.

Miscellaneous Members - Effective January 1, 2011, Miscellaneous Unit members paid one percent (1%) of salary on a pre-tax basis of the currently seven percent (7%) employee contribution rate. Effective July 1, 2011, the employee paid a total of two percent (2%) of salary on a pre-tax basis of the currently seven percent (7%) employee contribution rate.

For all Miscellaneous Unit member employees, hired on or after January 1, 2011, the City pays only the employer portion of the required contribution and not EPMC. The Unit member shall pay the full amount (7% of salary) of the employee contribution rate.

For all new Miscellaneous Unit member employees, hired on or after May 1, 2011, the CalPERS retirement calculation of final compensation was changed from single highest year to average monthly pay rate and special compensation for consecutive thirty-six (36) months of employment.

Effective the first payroll period starting on or after both City Council adoption of a 2013-2016 MOU and implementation by CalPERS of any necessary City Council resolution(s) allowing for modification to the amount of employee-paid normal CalPERS contributions and implementation of said contributions, all Miscellaneous Unit members hired prior to January 1, 2011 shall individually fund an additional 2.0% of compensation as and for their normal member CalPERS contribution, resulting in a 4.0% employee normal member contribution. Said funding shall be made pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2014 all Miscellaneous Unit members hired prior to January 1, 2011 shall contribute a total 6.0% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2015 all Miscellaneous Unit members hired prior to January 1, 2011 shall contribute a total 7% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

The City will report these EPMC payments as being those of the represented Unit member so that they will be credited to the particular Unit member's individual account with CalPERS.

Safety Members - Effective January 1, 2011, Safety Unit members paid one percent (1%) of salary on a pre-tax basis of the currently nine percent (9%) employee contribution rate. Effective July 1, 2011, the employee paid a total of two percent (2%) of salary on a pre-tax basis of the currently nine percent (9%) employee contribution rate.

For all Safety Unit member employees, hired on or after January 1, 2011, the City pays only the employer portion of the required contribution and not EPMC. The Unit member shall pay the full amount nine percent (9% of salary) of the employee contribution rate.

For all new Safety Unit member employees, hired on or after May 1, 2011, the CalPERS retirement calculation of final compensation was changed from single highest year to average monthly pay rate and special compensation for consecutive thirty-six (36) months of employment.

Effective the first payroll period starting on or after both City Council adoption of a 2013-2016 MOU and implementation by CalPERS of any necessary City Council resolution(s) allowing for modification to the amount of employee-paid normal member CalPERS contributions and implementation of said contributions, all Safety Unit members hired prior to January 1, 2011 shall individually fund an additional 2% of compensation as and for their normal member

CalPERS contribution, resulting in a 4.0% employee normal member contribution. Said funding shall be made pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2014 all Safety Unit members hired prior to January 1, 2011 shall contribute a total 6.5% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2015 all Safety Unit members hired prior to January 1, 2011 shall contribute a total 9% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

The City will report these EPMC payments as being those of the represented Unit member so that they will be credited to the particular Unit member's individual account with CalPERS.

B. AB 340 (as modified by AB 197) the California Public Employees' Pension Reform Act of 2013 (PEPRA.)

AB 340, as it may from time to time exist, shall in its entirety be given full force and effect during and after the term of the 2013-2016 MOU. Any provision in the 2013-2016 MOU which contradicts any provision of AB 340, shall be deemed null and void, with the contrary AB 340 provision(s) being given full force and effect. Therefore, no provision of AB 340 shall be deemed to impair any provision of the 2013-2016 MOU or any MOU, Agreement, Rule or Regulation predating the 2013-2016 MOU.

Unit members hired on and after January 1, 2013, deemed to be a "new member" as defined in Government Code § 7522.04, shall individually pay an initial Member CALPERS contribution rate of 50% of the normal cost rate for the Defined Benefit Plan in which said "new member" is enrolled, rounded to the nearest quarter of 1%, or the current contribution rate of similarly situated employees, whichever is greater. (AB 340 – Government Code section 7522.30)

Unit members who are "new members" (miscellaneous employees) on and after January 1, 2013, shall be enrolled in the AB 340 provided for 2% @ 62 retirement formula (Govt. Code § 7522.20), and such "new members" who are safety employees shall be enrolled in the AB 340 provided for 2.7% @ 57 retirement formula (Section 7522.25.)

Unit members who are "new members" on and after January 1, 2013, shall have "final compensation" measured by the highest average annual pensionable compensation earned by the member during a period of at least 36 consecutive months (Section 7522.32.)

SECTION 13.03 RETIREE MEDICAL.

CalPERS eligible retirees and their dependents shall receive one hundred percent (100%) lifetime medical insurance upon retirement from the City. The City shall pay one hundred percent (100%) of the premium for any CalPERS medical plan.

For all new Unit members, hired on or after January 1, 2011 retiree medical will be implemented in accordance with the vesting resolution with CalPERS which mirrors the state plan for contribution levels. The resolution requires ten (10) years of service, five (5) years of which is with Irwindale, for fifty percent (50%) contribution of state designated amount towards retiree medical premium and twenty (20) years of service, five (5) years of which is with Irwindale, for one hundred percent (100%) contribution of state designated amount towards retiree medical premium for any CalPERS medical plan.

SECTION 13.04 DEFERRED COMPENSATION PROGRAM. City offers full-time IPOA Unit members participation in one of two IRS 457 Plans. The City does not contribute to either plan.

ARTICLE 14
MISCELLANEOUS PROVISIONS

SECTION 14.01 COMPLIANCE WITH P.O.S.T. AND ADDITIONAL TRAINING REQUIREMENT. The City agrees that it will comply with all training requirements of P.O.S.T., including but not limited to, mandatory training programs regarding proper use of departmental equipment, for a minimum of forty (40) hours to be spread out evenly throughout a two year cycle, a P.O.S.T.-certified field training program for all new recruits, and a P.O.S.T.-certified driver training program for cadets, reserve officers, and police officers every three (3) years. City agrees that all such training shall be provided by a P.O.S.T. certified instructor.

The P.O.S.T. certified driver training program set forth in this MOU shall be implemented by sending one-third of the eligible department personnel to driver training each calendar year, with sworn police officers having priority in attendance, subject to the department's need to send such personnel to alternate training.

SECTION 14.02 EQUIPMENT CERTIFICATION AND MAINTENANCE. The City shall maintain the practice of assigning a departmental employee responsibility to centralize and maintain such records as are necessary to certify the safety of the equipment utilized by members of the Irwindale Police Department in the discharge of their duties, including but not limited to, side arms, rifles, shotguns, tear gas, pepper spray, radios, repeaters, helmets, riot equipment, and other essential law enforcement equipment utilized by members of the IPOA Unit. The City shall maintain its central repository within the offices of the Irwindale Police Department where all municipal, state and federal codes necessary for members of the IPOA Unit to discharge their duties as law enforcement officers will be located and easily accessible to members of the IPOA Unit. The mutual interest of the parties hereto is to assure that all law enforcement equipment utilized by the IPOA Unit is regularly certified to be in appropriate operational order, in a condition where it can be safely operated by members of the IPOA Unit, and that the age and

condition of such equipment is consistent with generally accepted standards for such equipment among the law enforcement agencies surveyed by the City.

SECTION 14.03 DOCUMENTS CONTAINING PERSONAL EMPLOYEE INFORMATION. All personnel record documents (including employee pay stubs) shall be kept in a manner that will allow for confidentiality of personal information pertaining to individual members; i.e., sealing them in envelopes. Payroll will be delivered to police administration by the Finance Department in a sealed envelope and police administration will place payroll in individual sealed envelopes for distribution.

SECTION 14.04 PURGING OF CITIZENS' COMPLAINTS. City agrees that it will comply with the law and ensure that within five (5) years of the filing and/or submission of any citizen complaint involving any sworn police officer, City will take such actions as are permissible or required by law to purge and/or destroy all such complaints and any investigation(s) resulting therefrom. City also agrees that it will comply with Penal Code § 832.5 regarding the storage and /or segregation of personnel and/or citizen complaints. City agrees to maintain in place a general order prohibiting the maintenance of separate police management personnel files or dossiers on members of the IPOA Unit.

SECTION 14.05 MINIMUM STAFFING LEVEL (MSL). Minimum staffing levels (MSL) for each patrol shift (A & B) shall be as follows: 1-Watch Commander at the rank of Sergeant or Corporal; 3 Patrol Officers. Generally, traffic officers, the K-9 unit, Detectives and Reserve Officers on mandatory shift assignment will not be used to meet MSL unless special circumstances exist. For the purpose of meeting MSL requirements, it is the intent of this provision to replace personnel with appropriately qualified personnel of comparable rank. For example, when the scheduled patrol watch commander is unable to work, a replacement watch commander should be of the appropriate rank, Sergeant or Corporal. If a patrol officer is unable to work, then a patrol officer shall be called in as a replacement. Qualified Level I Reserve Officers may be used to replace a patrol officer position if no patrol officers are available to cover the shift. The Department will attempt to use payback time for replacements as often as possible; however, the safety of the patrol officers and duty to the City shall be the priority when locating replacements.

During times of special circumstances, it may become necessary to make alternative arrangements for covering patrol shifts to meet MSL. If circumstances arise that require action contrary to this MOU, the Department will take the necessary action to provide adequate coverage for patrol with due regard for the public and officer safety. The Department shall make efforts, however, to adhere to the intent of this provision with the understanding that situations may require a temporary modification to deployment.

SECTION 14.06 The parties agree to the use of Motor Officers, Commercial Enforcement, and Canine Officers towards MSL. CONFIGURATION OF POLICE VEHICLE EMERGENCY EQUIPMENT. The City agrees to utilize its best efforts to configure the placement of emergency and other police equipment installed in police vehicles in such a manner as to assure, to the maximum extent possible given the various makes and models of police vehicles in the City's fleet, that such configuration is uniform for all police vehicles so as

to reduce the time necessary to deploy or utilize such equipment by members of the IPOA Unit in the discharge of their law enforcement duties.

SECTION 14.07 POLICE OFFICER SIDEARMS. The City shall replace sidearms at its discretion based upon its determination of its useful life. This language shall replace the requirement to replace sidearms after a period of five years. The City shall maintain an officer's department issued sidearm and have it inspected on a bi-annual basis by an approved armorer. The City will allow for an officer to carry his/her personally owned sidearm while on duty. Personally owned sidearms must be selected from a mutually agreed upon list of weapons with ammunition selected and approved by the Police Chief. An officer choosing to use his/her personally owned sidearm will be responsible for the purchase, maintenance, and bi-annual inspection of that sidearm by an armorer certified for the exact weapon chosen, as well as all accessories associated with that sidearm. An officer who separates from employment in good standing having a minimum five (5) years of full-time service as an Irwindale police officer shall be entitled to own the sidearm issued to them at the time of their separation.

The IPOA shall be entitled to purchase for the employee for one (\$1) dollar the duty weapon of any retiring officer or reserve who separates from employment in good standing with at least 10 (ten) years service upon the employee's retirement. Those separating in good standing with five (5) to ten (10) years service time shall be entitled to retain their duty weapon, but shall be required to pay fair market value for their duty weapon.

SECTION 14.08 APPLICATION OF PUBLIC SAFETY OFFICERS' PROCEDURAL BILL OF RIGHTS ACT TO RESERVE OFFICERS. The Chief of Police agrees to recommend to the City Council a request that the full protections set forth in the Public Safety Officers' Procedural Bill of Rights (California Government Code §3303, *et seq.*) be afforded to all reserve officers employed by the City.

SECTION 14.09 TIMELY CONCLUSION OF PERSONNEL COMPLAINTS. The City agrees that it will comply with the law and undertake to timely investigate and resolve all personnel complaints and/or grievances and that, in any event, the City will resolve all such complaints within one (1) year of written submission of same.

SECTION 14.10 COMPUTER LOAN PROGRAM. The City agrees to maintain its existing Employee Computer Purchase Loan Plan which allows eligible employees to apply for loans to purchase computers and software approved by the City up to a maximum of \$3,000.00 for first time applicants and \$2,000.00 every two years thereafter.

SECTION 14.11 CONTRACTING OUT PROVISION. The parties agree that there will be no implementation of an agreement by the City to acquire Police services (sworn and non-sworn) by any entity other than the Irwindale Police Department during the term of this MOU.

SECTION 14.12 CATASTROPHIC LEAVE DONATION POLICY. Attached as Exhibit B is the agreed upon CATASTROPHIC LEAVE DONATION POLICY.

SECTION 14.13 CHIEF'S OPERATIONS ORDER 2011-3/SHIFT EXCHANGES/DAY TRADES. Attached as Exhibit C is the agreed upon revisions to the CHIEF'S OPERATIONS ORDER 2011-3/SHIFT EXCHANGES/DAY TRADES.

SECTION 14.14 DEPARTMENT MANUAL 348.2.6 REVISIONS/ON CALL OR COURT STANDBY TIME ACCRUAL. Attached as Exhibit D is the agreed upon addition to the Department Manual as Section 348.2.6 ON CALL OR COURT STANDBY TIME ACCRUAL.

SECTION 14.15 DEPARTMENT MANUAL 1041.1.7 NON-SCHEDULED OVERTIME. This section shall govern the method used to assign unit members to perform non-scheduled hours of work, which may result in overtime dependent upon hours-worked computations made pursuant to MOU Section 7.01. Attached as Exhibit E is a Police Department Employee Non-Scheduled Call In Roster. Future members in the unit shall be added to the roster in order of inclusion within the unit and at the end of each respective, sergeant, patrol and dispatcher roster column. Subject to the exception described below, the non-scheduled employee call in roster shall be used by supervisors and/or their designee when calling in Department personnel. It is imperative that the supervisor or their designee utilize the call in roster for each incident requiring the call in of a unit member. The supervisor or designee will indicate on the available space of the roster which Department employee was contacted, whether the employee responded to the call and went in service, whether a message was left without answer and the time that the message was left, or the time when the contact was answered and the employee declined (where no order to respond was issued) to perform the call in duties. After the call in incident is covered, the supervisor or designee will place the non-scheduled call in roster in a binder which may be reviewed by unit members.

In utilizing the non-scheduled call in roster, the first individual in each classification provided the opportunity to respond to the call in, shall be the person whose name immediately follows the name of the last person in the classification who was contacted regarding performance of non-scheduled call in duties.

The supervisor and/or designee shall be relieved of the obligation to utilize the non-scheduled call in roster when staffing an incident, in those situations where, in the supervisor or designee's sole discretion, to utilize the above non-schedule call in process would be reasonably anticipated to jeopardize officer and/or public safety.

ARTICLE 15

COMPLETION OF NEGOTIATIONS AND FULL UNDERSTANDING

SECTION 15.01 COMPLETION OF NEGOTIATIONS. The City and the Recognized Employee Organization acknowledge and agree that each has had a full and unrestricted right to make, advance, and discuss all matters properly within the scope of the meet and confer process in accordance with state law and/or local ordinance. During the remaining term of this MOU, the parties expressly waive the right to meet and confer except upon mutual consent of the parties, with respect to any subject or matter, whether referred to or covered in this MOU, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time the meet and confer process was undertaken.

SECTION 15.02 FULL INTEGRATION AND UNDERSTANDING. This MOU terminates and supersedes all prior Memoranda of Understanding and/or other written agreements between the parties. However, all provisions of existing City rules, regulations, resolutions, ordinances, policies and past practices relating to matters within the Recognized

Employee Organization's scope of representation not specifically contained in, or referred to by this MOU shall remain in full force and effect, and are specifically not superseded or otherwise affected by this MOU.

SECTION 15.03 PENDING MEET AND CONFER ITEMS. Notwithstanding the provisions of Sections 15.01 and 15.02 above, the City and the Recognized Employee Organization agree to meet and confer on the following items during the term of this MOU:

- A. Updating the City's Personnel Rules, including any discrimination, harassment and retaliation policies which includes a defined disciplinary appeal procedure;
- B. Updating, modifying and/or instituting a new Employer-Employee Relations Resolution which includes a defined impasse procedure;
- C. Negotiating and implementing Performance Standards and Improvement Plan, Relationship Policy, Cell Phone Policy, Promotional Testing Policy, and Patrol team schedule changes, Wellness Program, and Employee Rewards and Recognition Program; and
- D. Updating and/or creating City Job Descriptions.

ARTICLE 16
DRAFTING PROVISIONS

SECTION 16.01 SEVERABILITY DECLARED. Should any provisions of this MOU be found to be inoperative, void or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect for the duration of this MOU. The parties shall meet and confer over a new provision to replace any such provision stricken by law.

SECTION 16.02 JOINT DRAFTING. Each party has cooperated in the drafting and preparation of this MOU. Hence, in any construction to be made of this MOU, the same shall not be construed against any party.

SECTION 16.03 MODIFICATION. This MOU may only be modified or amended by written agreement between the parties.

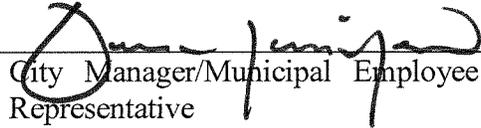
ARTICLE 17
RATIFICATION AND EXECUTION

This MOU has been developed as a result of meet and confer sessions between representatives of the City and the Recognized Employee Organization regarding issues related to wages, hours and other terms and conditions of employment. The City's representatives and the Recognized Employee Organization have reached an understanding as to certain recommendations to be made to the City Council for the City of Irwindale and have agreed that the parties hereto will jointly urge said Council to adopt a new wage and benefit resolution which will provide for the changes contained in said joint recommendation. The parties hereto acknowledge that this MOU shall not be in full force and effect until adoption by the City Council of the City.

Subject to the foregoing, this MOU is executed by the authorized representatives of the City and the Recognized Employee Organization and entered into this 4th day of SEPT., 2013.

CITY OF IRWINDALE

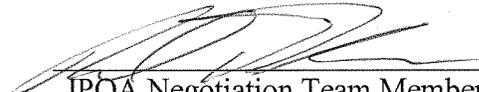
RECOGNIZED EMPLOYEE ORGANIZATION



City Manager/Municipal Employee Relations Representative



IPOA President



IPOA Negotiation Team Member

**Salary Schedule Effective September 15, 2013
IPOA-Safety Employees (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,132	2,261	1,043.55	13.0443
	B	28,489	2,374	1,095.73	13.6966
	C	29,913	2,493	1,150.51	14.3814
	D	31,409	2,617	1,208.04	15.1005
	E	32,979	2,748	1,268.44	15.8555
11	A	27,811	2,318	1,069.64	13.3705
	B	29,201	2,433	1,123.12	14.0390
	C	30,661	2,555	1,179.27	14.7409
	D	32,194	2,683	1,238.24	15.4780
	E	33,804	2,817	1,300.15	16.2519
12	A	28,506	2,375	1,096.38	13.7047
	B	29,931	2,494	1,151.20	14.3900
	C	31,428	2,619	1,208.76	15.1094
	D	32,999	2,750	1,269.19	15.8649
	E	34,649	2,887	1,332.65	16.6582
13	A	29,218	2,435	1,123.79	14.0473
	B	30,679	2,557	1,179.98	14.7497
	C	32,213	2,684	1,238.97	15.4872
	D	33,824	2,819	1,300.92	16.2615
	E	35,515	2,960	1,365.97	17.0746
14	A	29,949	2,496	1,151.88	14.3985
	B	31,446	2,621	1,209.48	15.1184
	C	33,019	2,752	1,269.95	15.8744
	D	34,670	2,889	1,333.45	16.6681
	E	36,403	3,034	1,400.12	17.5015
15	A	30,698	2,558	1,180.68	14.7585
	B	32,233	2,686	1,239.71	15.4964
	C	33,844	2,820	1,301.70	16.2712
	D	35,536	2,961	1,366.78	17.0848
	E	37,313	3,109	1,435.12	17.9390
16	A	31,465	2,622	1,210.20	15.1274
	B	33,038	2,753	1,270.71	15.8838
	C	34,690	2,891	1,334.24	16.6780
	D	36,425	3,035	1,400.95	17.5119
	E	38,246	3,187	1,471.00	18.3875
17	A	32,252	2,688	1,240.45	15.5056
	B	33,864	2,822	1,302.47	16.2809
	C	35,558	2,963	1,367.60	17.0950
	D	37,335	3,111	1,435.98	17.9497
	E	39,202	3,267	1,507.78	18.8472
18	A	33,058	2,755	1,271.46	15.8933
	B	34,711	2,893	1,335.03	16.6879
	C	36,446	3,037	1,401.79	17.5223
	D	38,269	3,189	1,471.88	18.3984
	E	40,182	3,349	1,545.47	19.3184

**Salary Schedule Effective September 15, 2013
IPOA-Safety Employees (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	33,884	2,824	1,303.25	16.2906
	B	35,579	2,965	1,368.41	17.1051
	C	37,358	3,113	1,436.83	17.9604
	D	39,225	3,269	1,508.67	18.8584
	E	41,187	3,432	1,584.11	19.8013
20	A	34,732	2,894	1,335.83	16.6979
	B	36,468	3,039	1,402.62	17.5328
	C	38,292	3,191	1,472.75	18.4094
	D	40,206	3,351	1,546.39	19.3299
	E	42,216	3,518	1,623.71	20.2964
21	A	35,600	2,967	1,369.22	17.1153
	B	37,380	3,115	1,437.69	17.9711
	C	39,249	3,271	1,509.57	18.8696
	D	41,211	3,434	1,585.05	19.8131
	E	43,272	3,606	1,664.30	20.8038
22	A	36,490	3,041	1,403.46	17.5432
	B	38,314	3,193	1,473.63	18.4204
	C	40,230	3,353	1,547.31	19.3414
	D	42,242	3,520	1,624.68	20.3084
	E	44,354	3,696	1,705.91	21.3239
23	A	37,402	3,117	1,438.54	17.9818
	B	39,272	3,273	1,510.47	18.8809
	C	41,236	3,436	1,585.99	19.8249
	D	43,298	3,608	1,665.29	20.8162
	E	45,462	3,789	1,748.56	21.8570
24	A	38,337	3,195	1,474.51	18.4313
	B	40,254	3,355	1,548.23	19.3529
	C	42,267	3,522	1,625.64	20.3205
	D	44,380	3,698	1,706.92	21.3366
	E	46,599	3,883	1,792.27	22.4034
25	A	39,296	3,275	1,511.37	18.8921
	B	41,260	3,438	1,586.94	19.8367
	C	43,323	3,610	1,666.28	20.8285
	D	45,490	3,791	1,749.60	21.8700
	E	47,764	3,980	1,837.08	22.9635
26	A	40,278	3,356	1,549.15	19.3644
	B	42,292	3,524	1,626.61	20.3326
	C	44,406	3,701	1,707.94	21.3493
	D	46,627	3,886	1,793.34	22.4167
	E	48,958	4,080	1,883.00	23.5376
27	A	41,285	3,440	1,587.88	19.8485
	B	43,349	3,612	1,667.28	20.8409
	C	45,517	3,793	1,750.64	21.8830
	D	47,792	3,983	1,838.17	22.9771
	E	50,182	4,182	1,930.08	24.1260

**Salary Schedule Effective September 15, 2013
IPOA-Safety Employees (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	42,317	3,526	1,627.58	20.3447
	B	44,433	3,703	1,708.96	21.3620
	C	46,655	3,888	1,794.40	22.4301
	D	48,987	4,082	1,884.13	23.5516
	E	51,437	4,286	1,978.33	24.7291
29	A	43,375	3,615	1,668.27	20.8533
	B	45,544	3,795	1,751.68	21.8960
	C	47,821	3,985	1,839.27	22.9908
	D	50,212	4,184	1,931.23	24.1404
	E	52,723	4,394	2,027.79	25.3474
30	A	44,459	3,705	1,709.97	21.3747
	B	46,682	3,890	1,795.47	22.4434
	C	49,016	4,085	1,885.25	23.5656
	D	51,467	4,289	1,979.51	24.7439
	E	54,041	4,503	2,078.48	25.9811
31	A	45,571	3,798	1,752.72	21.9090
	B	47,849	3,987	1,840.36	23.0045
	C	50,242	4,187	1,932.38	24.1547
	D	52,754	4,396	2,029.00	25.3625
	E	55,392	4,616	2,130.45	26.6306
32	A	46,710	3,893	1,796.54	22.4568
	B	49,046	4,087	1,886.37	23.5796
	C	51,498	4,291	1,980.69	24.7586
	D	54,073	4,506	2,079.72	25.9965
	E	56,776	4,731	2,183.71	27.2963
33	A	47,878	3,990	1,841.46	23.0182
	B	50,272	4,189	1,933.53	24.1691
	C	52,785	4,399	2,030.20	25.3776
	D	55,425	4,619	2,131.71	26.6464
	E	58,196	4,850	2,238.30	27.9788
34	A	49,075	4,090	1,887.49	23.5936
	B	51,529	4,294	1,981.87	24.7733
	C	54,105	4,509	2,080.96	26.0120
	D	56,810	4,734	2,185.01	27.3126
	E	59,651	4,971	2,294.26	28.6782
35	A	50,302	4,192	1,934.68	24.1835
	B	52,817	4,401	2,031.41	25.3927
	C	55,458	4,621	2,132.98	26.6623
	D	58,230	4,853	2,239.63	27.9954
	E	61,142	5,095	2,351.61	29.3952
36	A	51,559	4,297	1,983.05	24.7881
	B	54,137	4,511	2,082.20	26.0275
	C	56,844	4,737	2,186.31	27.3289
	D	59,686	4,974	2,295.62	28.6953
	E	62,671	5,223	2,410.40	30.1301

**Salary Schedule Effective September 15, 2013
IPOA-Safety Employees (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	52,848	4,404	2,032.62	25.4078
	B	55,491	4,624	2,134.25	26.6782
	C	58,265	4,855	2,240.97	28.0121
	D	61,178	5,098	2,353.01	29.4127
	E	64,237	5,353	2,470.66	30.8833
38	A	54,169	4,514	2,083.44	26.0430
	B	56,878	4,740	2,187.61	27.3451
	C	59,722	4,977	2,296.99	28.7124
	D	62,708	5,226	2,411.84	30.1480
	E	65,843	5,487	2,532.43	31.6554
39	A	55,524	4,627	2,135.52	26.6940
	B	58,300	4,858	2,242.30	28.0287
	C	61,215	5,101	2,354.41	29.4302
	D	64,276	5,356	2,472.14	30.9017
	E	67,489	5,624	2,595.74	32.4468
40	A	56,912	4,743	2,188.91	27.3614
	B	59,757	4,980	2,298.36	28.7295
	C	62,745	5,229	2,413.28	30.1659
	D	65,882	5,490	2,533.94	31.6742
	E	69,177	5,765	2,660.64	33.2579
41	A	58,334	4,861	2,243.63	28.0454
	B	61,251	5,104	2,355.82	29.4477
	C	64,314	5,359	2,473.61	30.9201
	D	67,529	5,627	2,597.29	32.4661
	E	70,906	5,909	2,727.15	34.0894
42	A	59,793	4,983	2,299.73	28.7466
	B	62,783	5,232	2,414.71	30.1839
	C	65,922	5,493	2,535.45	31.6931
	D	69,218	5,768	2,662.22	33.2777
	E	72,679	6,057	2,795.33	34.9416
43	A	61,288	5,107	2,357.22	29.4652
	B	64,352	5,363	2,475.08	30.9385
	C	67,570	5,631	2,598.83	32.4854
	D	70,948	5,912	2,728.78	34.1097
	E	74,496	6,208	2,865.21	35.8152
44	A	62,820	5,235	2,416.15	30.2019
	B	65,961	5,497	2,536.96	31.7120
	C	69,259	5,772	2,663.80	33.2976
	D	72,722	6,060	2,796.99	34.9624
	E	76,358	6,363	2,936.84	36.7106
45	A	64,390	5,366	2,476.55	30.9569
	B	67,610	5,634	2,600.38	32.5048
	C	70,990	5,916	2,730.40	34.1300
	D	74,540	6,212	2,866.92	35.8365
	E	78,267	6,522	3,010.27	37.6283

**Salary Schedule Effective September 15, 2013
IPOA-Safety Employees (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	66,000	5,500	2,538.47	31.7308
	B	69,300	5,775	2,665.39	33.3174
	C	72,765	6,064	2,798.66	34.9832
	D	76,403	6,367	2,938.59	36.7324
	E	80,224	6,685	3,085.52	38.5690
47	A	67,650	5,638	2,601.93	32.5241
	B	71,033	5,919	2,732.02	34.1503
	C	74,584	6,215	2,868.63	35.8578
	D	78,313	6,526	3,012.06	37.6507
	E	82,229	6,852	3,162.66	39.5333
48	A	69,341	5,778	2,666.98	33.3372
	B	72,808	6,067	2,800.33	35.0041
	C	76,449	6,371	2,940.34	36.7543
	D	80,271	6,689	3,087.36	38.5920
	E	84,285	7,024	3,241.73	40.5216
49	A	71,075	5,923	2,733.65	34.1706
	B	74,629	6,219	2,870.33	35.8792
	C	78,360	6,530	3,013.85	37.6731
	D	82,278	6,857	3,164.54	39.5568
	E	86,392	7,199	3,322.77	41.5346
50	A	72,852	6,071	2,801.99	35.0249
	B	76,494	6,375	2,942.09	36.7761
	C	80,319	6,693	3,089.20	38.6150
	D	84,335	7,028	3,243.66	40.5457
	E	88,552	7,379	3,405.84	42.5730
51	A	74,673	6,223	2,872.04	35.9005
	B	78,407	6,534	3,015.64	37.6956
	C	82,327	6,861	3,166.43	39.5803
	D	86,443	7,204	3,324.75	41.5593
	E	90,766	7,564	3,490.98	43.6373
52	A	76,540	6,378	2,943.84	36.7980
	B	80,367	6,697	3,091.04	38.6379
	C	84,385	7,032	3,245.59	40.5698
	D	88,605	7,384	3,407.87	42.5983
	E	93,035	7,753	3,578.26	44.7282
53	A	78,453	6,538	3,017.44	37.7180
	B	82,376	6,865	3,168.31	39.6039
	C	86,495	7,208	3,326.73	41.5841
	D	90,820	7,568	3,493.06	43.6633
	E	95,361	7,947	3,667.72	45.8465
54	A	80,415	6,701	3,092.88	38.6609
	B	84,435	7,036	3,247.52	40.5940
	C	88,657	7,388	3,409.89	42.6237
	D	93,090	7,758	3,580.39	44.7549
	E	97,745	8,145	3,759.41	46.9926

**Salary Schedule Effective September 15, 2013
IPOA-Safety Employees (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	82,425	6,869	3,170.20	39.6275
	B	86,546	7,212	3,328.71	41.6088
	C	90,874	7,573	3,495.14	43.6893
	D	95,417	7,951	3,669.90	45.8737
	E	100,188	8,349	3,853.39	48.1674
56	A	84,486	7,040	3,249.45	40.6181
	B	88,710	7,393	3,411.92	42.6491
	C	93,146	7,762	3,582.52	44.7815
	D	97,803	8,150	3,761.65	47.0206
	E	102,693	8,558	3,949.73	49.3716
57	A	86,598	7,216	3,330.69	41.6336
	B	90,928	7,577	3,497.22	43.7153
	C	95,474	7,956	3,672.08	45.9010
	D	100,248	8,354	3,855.69	48.1961
	E	105,260	8,772	4,048.47	50.6059
58	A	88,763	7,397	3,413.96	42.6744
	B	93,201	7,767	3,584.65	44.8082
	C	97,861	8,155	3,763.89	47.0486
	D	102,754	8,563	3,952.08	49.4010
	E	107,892	8,991	4,149.68	51.8711
59	A	90,982	7,582	3,499.30	43.7413
	B	95,531	7,961	3,674.27	45.9284
	C	100,308	8,359	3,857.98	48.2248
	D	105,323	8,777	4,050.88	50.6360
	E	110,589	9,216	4,253.43	53.1678
60	A	93,256	7,771	3,586.79	44.8348
	B	97,919	8,160	3,766.13	47.0766
	C	102,815	8,568	3,954.43	49.4304
	D	107,956	8,996	4,152.15	51.9019
	E	113,354	9,446	4,359.76	54.4970
61	A	95,588	7,966	3,676.46	45.9557
	B	100,367	8,364	3,860.28	48.2535
	C	105,386	8,782	4,053.29	50.6662
	D	110,655	9,221	4,255.96	53.1995
	E	116,188	9,682	4,468.76	55.8594
62	A	97,978	8,165	3,768.37	47.1046
	B	102,876	8,573	3,956.79	49.4598
	C	108,020	9,002	4,154.63	51.9328
	D	113,421	9,452	4,362.36	54.5295
	E	119,092	9,924	4,580.47	57.2559
63	A	100,427	8,369	3,862.58	48.2822
	B	105,448	8,787	4,055.71	50.6963
	C	110,721	9,227	4,258.49	53.2311
	D	116,257	9,688	4,471.42	55.8927
	E	122,070	10,172	4,694.99	58.6873

**Salary Schedule Effective September 15, 2013
IPOA-Safety Employees (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	102,938	8,578	3,959.14	49.4893
	B	108,085	9,007	4,157.10	51.9637
	C	113,489	9,457	4,364.95	54.5619
	D	119,163	9,930	4,583.20	57.2900
	E	125,121	10,427	4,812.36	60.1545
65	A	105,511	8,793	4,058.12	50.7265
	B	110,787	9,232	4,261.03	53.2628
	C	116,326	9,694	4,474.08	55.9260
	D	122,142	10,179	4,697.78	58.7223
	E	128,249	10,687	4,932.67	61.6584
66	A	108,149	9,012	4,159.57	51.9947
	B	113,556	9,463	4,367.55	54.5944
	C	119,234	9,936	4,585.93	57.3241
	D	125,196	10,433	4,815.23	60.1903
	E	131,456	10,955	5,055.99	63.1998
67	A	110,853	9,238	4,263.56	53.2945
	B	116,395	9,700	4,476.74	55.9593
	C	122,215	10,185	4,700.58	58.7572
	D	128,326	10,694	4,935.61	61.6951
	E	134,742	11,229	5,182.39	64.7798
68	A	113,624	9,469	4,370.15	54.6269
	B	119,305	9,942	4,588.66	57.3582
	C	125,270	10,439	4,818.09	60.2261
	D	131,534	10,961	5,059.00	63.2375
	E	138,111	11,509	5,311.95	66.3993
69	A	116,465	9,705	4,479.41	55.9926
	B	122,288	10,191	4,703.38	58.7922
	C	128,402	10,700	4,938.54	61.7318
	D	134,822	11,235	5,185.47	64.8184
	E	141,563	11,797	5,444.75	68.0593
70	A	119,376	9,948	4,591.39	57.3924
	B	125,345	10,445	4,820.96	60.2620
	C	131,612	10,968	5,062.01	63.2751
	D	138,193	11,516	5,315.11	66.4389
	E	145,102	12,092	5,580.86	69.7608
71	A	122,361	10,197	4,706.18	58.8272
	B	128,479	10,707	4,941.48	61.7685
	C	134,903	11,242	5,188.56	64.8570
	D	141,648	11,804	5,447.99	68.0998
	E	148,730	12,394	5,720.39	71.5048
72	A	125,420	10,452	4,823.83	60.2979
	B	131,691	10,974	5,065.02	63.3128
	C	138,275	11,523	5,318.27	66.4784
	D	145,189	12,099	5,584.19	69.8023
	E	152,448	12,704	5,863.39	73.2924

**Salary Schedule Effective September 15, 2013
IPOA-Misc (Dispatchers) (2%)**

Exhibit "A-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	52,335	4,361	2,012.89	25.1611
	B	54,952	4,579	2,113.54	26.4192
	C	57,700	4,808	2,219.21	27.7401
	D	60,584	5,049	2,330.17	29.1272
	E	63,614	5,301	2,446.68	30.5835
38	A	53,644	4,470	2,063.21	25.7902
	B	56,326	4,694	2,166.37	27.0797
	C	59,142	4,928	2,274.69	28.4337
	D	62,099	5,175	2,388.43	29.8553
	E	65,204	5,434	2,507.85	31.3481

**Salary Schedule Effective July 1, 2014
IPOA-Safety Employees (2%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,675	2,306	1,064.42	13.3052
	B	29,059	2,422	1,117.64	13.9705
	C	30,512	2,543	1,173.52	14.6690
	D	32,037	2,670	1,232.20	15.4025
	E	33,639	2,803	1,293.81	16.1726
11	A	28,367	2,364	1,091.03	13.6379
	B	29,785	2,482	1,145.58	14.3198
	C	31,274	2,606	1,202.86	15.0357
	D	32,838	2,737	1,263.00	15.7875
	E	34,480	2,873	1,326.15	16.5769
12	A	29,076	2,423	1,118.30	13.9788
	B	30,530	2,544	1,174.22	14.6778
	C	32,056	2,671	1,232.93	15.4116
	D	33,659	2,805	1,294.58	16.1822
	E	35,342	2,945	1,359.31	16.9913
13	A	29,803	2,484	1,146.26	14.3283
	B	31,293	2,608	1,203.58	15.0447
	C	32,858	2,738	1,263.75	15.7969
	D	34,500	2,875	1,326.94	16.5868
	E	36,226	3,019	1,393.29	17.4161
14	A	30,548	2,546	1,174.92	14.6865
	B	32,075	2,673	1,233.66	15.4208
	C	33,679	2,807	1,295.35	16.1919
	D	35,363	2,947	1,360.12	17.0014
	E	37,131	3,094	1,428.12	17.8515
15	A	31,312	2,609	1,204.29	15.0536
	B	32,877	2,740	1,264.51	15.8063
	C	34,521	2,877	1,327.73	16.5966
	D	36,247	3,021	1,394.12	17.4265
	E	38,059	3,172	1,463.82	18.2978
16	A	32,094	2,675	1,234.40	15.4300
	B	33,699	2,808	1,296.12	16.2015
	C	35,384	2,949	1,360.93	17.0116
	D	37,153	3,096	1,428.97	17.8621
	E	39,011	3,251	1,500.42	18.7553
17	A	32,897	2,741	1,265.26	15.8157
	B	34,542	2,878	1,328.52	16.6065
	C	36,269	3,022	1,394.95	17.4369
	D	38,082	3,174	1,464.70	18.3087
	E	39,986	3,332	1,537.93	19.2241
18	A	33,719	2,810	1,296.89	16.2111
	B	35,405	2,950	1,361.74	17.0217
	C	37,175	3,098	1,429.82	17.8728
	D	39,034	3,253	1,501.31	18.7664
	E	40,986	3,415	1,576.38	19.7047

**Salary Schedule Effective July 1, 2014
IPOA-Safety Employees (2%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	34,562	2,880	1,329.31	16.6164
	B	36,290	3,024	1,395.78	17.4472
	C	38,105	3,175	1,465.57	18.3196
	D	40,010	3,334	1,538.85	19.2356
	E	42,010	3,501	1,615.79	20.1974
20	A	35,426	2,952	1,362.55	17.0318
	B	37,198	3,100	1,430.67	17.8834
	C	39,057	3,255	1,502.21	18.7776
	D	41,010	3,418	1,577.32	19.7165
	E	43,061	3,588	1,656.18	20.7023
21	A	36,312	3,026	1,396.61	17.4576
	B	38,127	3,177	1,466.44	18.3305
	C	40,034	3,336	1,539.76	19.2470
	D	42,036	3,503	1,616.75	20.2094
	E	44,137	3,678	1,697.59	21.2198
22	A	37,220	3,102	1,431.52	17.8941
	B	39,081	3,257	1,503.10	18.7888
	C	41,035	3,420	1,578.26	19.7282
	D	43,086	3,591	1,657.17	20.7146
	E	45,241	3,770	1,740.03	21.7503
23	A	38,150	3,179	1,467.31	18.3414
	B	40,058	3,338	1,540.68	19.2585
	C	42,061	3,505	1,617.71	20.2214
	D	44,164	3,680	1,698.60	21.2325
	E	46,372	3,864	1,783.53	22.2941
24	A	39,104	3,259	1,504.00	18.7999
	B	41,059	3,422	1,579.20	19.7399
	C	43,112	3,593	1,658.16	20.7269
	D	45,268	3,772	1,741.06	21.7633
	E	47,531	3,961	1,828.12	22.8515
25	A	40,081	3,340	1,541.60	19.2699
	B	42,086	3,507	1,618.68	20.2334
	C	44,190	3,682	1,699.61	21.2451
	D	46,399	3,867	1,784.59	22.3074
	E	48,719	4,060	1,873.82	23.4227
26	A	41,084	3,424	1,580.14	19.7517
	B	43,138	3,595	1,659.14	20.7393
	C	45,295	3,775	1,742.10	21.7762
	D	47,559	3,963	1,829.20	22.8651
	E	49,937	4,161	1,920.66	24.0083
27	A	42,111	3,509	1,619.64	20.2455
	B	44,216	3,685	1,700.62	21.2578
	C	46,427	3,869	1,785.65	22.3206
	D	48,748	4,062	1,874.93	23.4367
	E	51,186	4,265	1,968.68	24.6085

**Salary Schedule Effective July 1, 2014
IPOA-Safety Employees (2%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	43,163	3,597	1,660.13	20.7516
	B	45,322	3,777	1,743.14	21.7892
	C	47,588	3,966	1,830.29	22.8787
	D	49,967	4,164	1,921.81	24.0226
	E	52,465	4,372	2,017.90	25.2237
29	A	44,242	3,687	1,701.63	21.2704
	B	46,455	3,871	1,786.71	22.3339
	C	48,777	4,065	1,876.05	23.4506
	D	51,216	4,268	1,969.85	24.6232
	E	53,777	4,481	2,068.35	25.8543
30	A	45,349	3,779	1,744.17	21.8022
	B	47,616	3,968	1,831.38	22.8923
	C	49,997	4,166	1,922.95	24.0369
	D	52,497	4,375	2,019.10	25.2387
	E	55,121	4,593	2,120.05	26.5007
31	A	46,482	3,874	1,787.78	22.3472
	B	48,806	4,067	1,877.17	23.4646
	C	51,247	4,271	1,971.03	24.6378
	D	53,809	4,484	2,069.58	25.8697
	E	56,499	4,708	2,173.06	27.1632
32	A	47,644	3,970	1,832.47	22.9059
	B	50,027	4,169	1,924.10	24.0512
	C	52,528	4,377	2,020.30	25.2538
	D	55,154	4,596	2,121.32	26.5165
	E	57,912	4,826	2,227.38	27.8423
33	A	48,835	4,070	1,878.28	23.4786
	B	51,277	4,273	1,972.20	24.6525
	C	53,841	4,487	2,070.81	25.8851
	D	56,533	4,711	2,174.35	27.1794
	E	59,360	4,947	2,283.07	28.5383
34	A	50,056	4,171	1,925.24	24.0655
	B	52,559	4,380	2,021.50	25.2688
	C	55,187	4,599	2,122.58	26.5322
	D	57,946	4,829	2,228.71	27.8588
	E	60,844	5,070	2,340.14	29.2518
35	A	51,308	4,276	1,973.37	24.6672
	B	53,873	4,489	2,072.04	25.9005
	C	56,567	4,714	2,175.64	27.1955
	D	59,395	4,950	2,284.43	28.5553
	E	62,365	5,197	2,398.65	29.9831
36	A	52,590	4,383	2,022.71	25.2838
	B	55,220	4,602	2,123.84	26.5480
	C	57,981	4,832	2,230.03	27.8754
	D	60,880	5,073	2,341.54	29.2692
	E	63,924	5,327	2,458.61	30.7327

**Salary Schedule Effective July 1, 2014
IPOA-Safety Employees (2%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	53,905	4,492	2,073.27	25.9159
	B	56,600	4,717	2,176.94	27.2117
	C	59,430	4,953	2,285.79	28.5723
	D	62,402	5,200	2,400.07	30.0009
	E	65,522	5,460	2,520.08	31.5010
38	A	55,253	4,604	2,125.11	26.5638
	B	58,015	4,835	2,231.36	27.8920
	C	60,916	5,076	2,342.93	29.2866
	D	63,962	5,330	2,460.08	30.7510
	E	67,160	5,597	2,583.08	32.2885
39	A	56,634	4,720	2,178.23	27.2279
	B	59,466	4,955	2,287.15	28.5893
	C	62,439	5,203	2,401.50	30.0188
	D	65,561	5,463	2,521.58	31.5197
	E	68,839	5,737	2,647.66	33.0957
40	A	58,050	4,837	2,232.69	27.9086
	B	60,952	5,079	2,344.32	29.3041
	C	64,000	5,333	2,461.54	30.7693
	D	67,200	5,600	2,584.62	32.3077
	E	70,560	5,880	2,713.85	33.9231
41	A	59,501	4,958	2,288.51	28.6063
	B	62,476	5,206	2,402.93	30.0367
	C	65,600	5,467	2,523.08	31.5385
	D	68,880	5,740	2,649.23	33.1154
	E	72,324	6,027	2,781.69	34.7712
42	A	60,989	5,082	2,345.72	29.3215
	B	64,038	5,337	2,463.01	30.7876
	C	67,240	5,603	2,586.16	32.3270
	D	70,602	5,884	2,715.46	33.9433
	E	74,132	6,178	2,851.24	35.6405
43	A	62,513	5,209	2,404.36	30.0545
	B	65,639	5,470	2,524.58	31.5573
	C	68,921	5,743	2,650.81	33.1351
	D	72,367	6,031	2,783.35	34.7919
	E	75,985	6,332	2,922.52	36.5315
44	A	64,076	5,340	2,464.47	30.8059
	B	67,280	5,607	2,587.70	32.3462
	C	70,644	5,887	2,717.08	33.9635
	D	74,176	6,181	2,852.93	35.6617
	E	77,885	6,490	2,995.58	37.4448
45	A	65,678	5,473	2,526.08	31.5760
	B	68,962	5,747	2,652.39	33.1548
	C	72,410	6,034	2,785.01	34.8126
	D	76,031	6,336	2,924.26	36.5532
	E	79,832	6,653	3,070.47	38.3809

**Salary Schedule Effective July 1, 2014
IPOA-Safety Employees (2%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	67,320	5,610	2,589.24	32.3654
	B	70,686	5,891	2,718.70	33.9837
	C	74,220	6,185	2,854.63	35.6829
	D	77,931	6,494	2,997.36	37.4671
	E	81,828	6,819	3,147.23	39.3404
47	A	69,003	5,750	2,653.97	33.1746
	B	72,453	6,038	2,786.67	34.8333
	C	76,076	6,340	2,926.00	36.5750
	D	79,880	6,657	3,072.30	38.4037
	E	83,874	6,989	3,225.91	40.3239
48	A	70,728	5,894	2,720.32	34.0039
	B	74,265	6,189	2,856.33	35.7041
	C	77,978	6,498	2,999.15	37.4894
	D	81,877	6,823	3,149.11	39.3638
	E	85,971	7,164	3,306.56	41.3320
49	A	72,496	6,041	2,788.32	34.8540
	B	76,121	6,343	2,927.74	36.5968
	C	79,927	6,661	3,074.13	38.4266
	D	83,924	6,994	3,227.83	40.3479
	E	88,120	7,343	3,389.23	42.3653
50	A	74,309	6,192	2,858.03	35.7254
	B	78,024	6,502	3,000.93	37.5117
	C	81,925	6,827	3,150.98	39.3873
	D	86,022	7,168	3,308.53	41.3566
	E	90,323	7,527	3,473.96	43.4244
51	A	76,167	6,347	2,929.48	36.6185
	B	79,975	6,665	3,075.96	38.4495
	C	83,974	6,998	3,229.75	40.3719
	D	88,172	7,348	3,391.24	42.3905
	E	92,581	7,715	3,560.80	44.5101
52	A	78,071	6,506	3,002.72	37.5340
	B	81,974	6,831	3,152.86	39.4107
	C	86,073	7,173	3,310.50	41.3812
	D	90,377	7,531	3,476.02	43.4503
	E	94,895	7,908	3,649.82	45.6228
53	A	80,022	6,669	3,077.79	38.4723
	B	84,024	7,002	3,231.68	40.3960
	C	88,225	7,352	3,393.26	42.4158
	D	92,636	7,720	3,562.92	44.5366
	E	97,268	8,106	3,741.07	46.7634
54	A	82,023	6,835	3,154.73	39.4342
	B	86,124	7,177	3,312.47	41.4059
	C	90,430	7,536	3,478.09	43.4762
	D	94,952	7,913	3,652.00	45.6500
	E	99,700	8,308	3,834.60	47.9325

**Salary Schedule Effective July 1, 2014
IPOA-Safety Employees (2%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	84,074	7,006	3,233.60	40.4200
	B	88,277	7,356	3,395.28	42.4410
	C	92,691	7,724	3,565.04	44.5631
	D	97,326	8,110	3,743.30	46.7912
	E	102,192	8,516	3,930.46	49.1308
56	A	86,175	7,181	3,314.44	41.4305
	B	90,484	7,540	3,480.16	43.5020
	C	95,008	7,917	3,654.17	45.6771
	D	99,759	8,313	3,836.88	47.9610
	E	104,747	8,729	4,028.72	50.3590
57	A	88,330	7,361	3,397.30	42.4663
	B	92,746	7,729	3,567.17	44.5896
	C	97,384	8,115	3,745.53	46.8191
	D	102,253	8,521	3,932.80	49.1600
	E	107,365	8,947	4,129.44	51.6180
58	A	90,538	7,545	3,482.23	43.5279
	B	95,065	7,922	3,656.35	45.7043
	C	99,818	8,318	3,839.16	47.9895
	D	104,809	8,734	4,031.12	50.3890
	E	110,050	9,171	4,232.68	52.9085
59	A	92,802	7,733	3,569.29	44.6161
	B	97,442	8,120	3,747.75	46.8469
	C	102,314	8,526	3,935.14	49.1893
	D	107,429	8,952	4,131.90	51.6487
	E	112,801	9,400	4,338.49	54.2312
60	A	95,122	7,927	3,658.52	45.7315
	B	99,878	8,323	3,841.45	48.0181
	C	104,872	8,739	4,033.52	50.4190
	D	110,115	9,176	4,235.20	52.9400
	E	115,621	9,635	4,446.96	55.5870
61	A	97,500	8,125	3,749.99	46.8748
	B	102,375	8,531	3,937.48	49.2186
	C	107,493	8,958	4,134.36	51.6795
	D	112,868	9,406	4,341.08	54.2635
	E	118,511	9,876	4,558.13	56.9766
62	A	99,937	8,328	3,843.74	48.0467
	B	104,934	8,744	4,035.92	50.4490
	C	110,181	9,182	4,237.72	52.9715
	D	115,690	9,641	4,449.60	55.6200
	E	121,474	10,123	4,672.08	58.4011
63	A	102,436	8,536	3,939.83	49.2479
	B	107,557	8,963	4,136.82	51.7103
	C	112,935	9,411	4,343.66	54.2958
	D	118,582	9,882	4,560.84	57.0106
	E	124,511	10,376	4,788.89	59.8611

**Salary Schedule Effective July 1, 2014
IPOA-Safety Employees (2%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	104,996	8,750	4,038.32	50.4791
	B	110,246	9,187	4,240.24	53.0030
	C	115,759	9,647	4,452.25	55.6532
	D	121,546	10,129	4,674.87	58.4358
	E	127,624	10,635	4,908.61	61.3576
65	A	107,621	8,968	4,139.28	51.7410
	B	113,002	9,417	4,346.25	54.3281
	C	118,653	9,888	4,563.56	57.0445
	D	124,585	10,382	4,791.74	59.8967
	E	130,814	10,901	5,031.32	62.8915
66	A	110,312	9,193	4,242.76	53.0346
	B	115,827	9,652	4,454.90	55.6863
	C	121,619	10,135	4,677.65	58.4706
	D	127,700	10,642	4,911.53	61.3941
	E	134,085	11,174	5,157.11	64.4638
67	A	113,070	9,422	4,348.83	54.3604
	B	118,723	9,894	4,566.28	57.0784
	C	124,659	10,388	4,794.59	59.9324
	D	130,892	10,908	5,034.32	62.9290
	E	137,437	11,453	5,286.03	66.0754
68	A	115,896	9,658	4,457.55	55.7194
	B	121,691	10,141	4,680.43	58.5054
	C	127,776	10,648	4,914.45	61.4307
	D	134,165	11,180	5,160.18	64.5022
	E	140,873	11,739	5,418.19	67.7273
69	A	118,794	9,899	4,568.99	57.1124
	B	124,734	10,394	4,797.44	59.9680
	C	130,970	10,914	5,037.32	62.9664
	D	137,519	11,460	5,289.18	66.1148
	E	144,395	12,033	5,553.64	69.4205
70	A	121,764	10,147	4,683.22	58.5402
	B	127,852	10,654	4,917.38	61.4672
	C	134,244	11,187	5,163.25	64.5406
	D	140,957	11,746	5,421.41	67.7676
	E	148,005	12,334	5,692.48	71.1560
71	A	124,808	10,401	4,800.30	60.0037
	B	131,048	10,921	5,040.31	63.0039
	C	137,601	11,467	5,292.33	66.1541
	D	144,481	12,040	5,556.95	69.4618
	E	151,705	12,642	5,834.79	72.9349
72	A	127,928	10,661	4,920.31	61.5038
	B	134,324	11,194	5,166.32	64.5790
	C	141,041	11,753	5,424.64	67.8080
	D	148,093	12,341	5,695.87	71.1984
	E	155,497	12,958	5,980.66	74.7583

**Salary Schedule Effective July 1, 2014
IPOA-Misc (Dispatchers) (1%)**

Exhibit "A-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	52,859	4,405	2,033.02	25.4127
	B	55,501	4,625	2,134.67	26.6834
	C	58,277	4,856	2,241.40	28.0176
	D	61,190	5,099	2,353.47	29.4184
	E	64,250	5,354	2,471.15	30.8894
38	A	54,180	4,515	2,083.85	26.0481
	B	56,889	4,741	2,188.04	27.3505
	C	59,733	4,978	2,297.44	28.7180
	D	62,720	5,227	2,412.31	30.1539
	E	65,856	5,488	2,532.93	31.6616

**Salary Schedule Effective July 1, 2015
IPOA-Safety Employees (1%)**

Exhibit "A-3"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,952	2,329	1,075.06	13.4383
	B	29,349	2,446	1,128.82	14.1102
	C	30,817	2,568	1,185.26	14.8157
	D	32,358	2,696	1,244.52	15.5565
	E	33,975	2,831	1,306.75	16.3343
11	A	28,650	2,388	1,101.94	13.7742
	B	30,083	2,507	1,157.04	14.4630
	C	31,587	2,632	1,214.89	15.1861
	D	33,166	2,764	1,275.63	15.9454
	E	34,825	2,902	1,339.41	16.7427
12	A	29,367	2,447	1,129.49	14.1186
	B	30,835	2,570	1,185.96	14.8245
	C	32,377	2,698	1,245.26	15.5658
	D	33,996	2,833	1,307.52	16.3440
	E	35,695	2,975	1,372.90	17.1612
13	A	30,101	2,508	1,157.73	14.4716
	B	31,606	2,634	1,215.61	15.1951
	C	33,186	2,766	1,276.39	15.9549
	D	34,845	2,904	1,340.21	16.7526
	E	36,588	3,049	1,407.22	17.5903
14	A	30,853	2,571	1,186.67	14.8334
	B	32,396	2,700	1,246.00	15.5750
	C	34,016	2,835	1,308.30	16.3538
	D	35,717	2,976	1,373.72	17.1715
	E	37,502	3,125	1,442.40	18.0300
15	A	31,625	2,635	1,216.33	15.2042
	B	33,206	2,767	1,277.15	15.9644
	C	34,866	2,906	1,341.01	16.7626
	D	36,610	3,051	1,408.06	17.6007
	E	38,440	3,203	1,478.46	18.4808
16	A	32,415	2,701	1,246.74	15.5843
	B	34,036	2,836	1,309.08	16.3635
	C	35,738	2,978	1,374.53	17.1817
	D	37,525	3,127	1,443.26	18.0408
	E	39,401	3,283	1,515.42	18.9428
17	A	33,226	2,769	1,277.91	15.9739
	B	34,887	2,907	1,341.81	16.7726
	C	36,631	3,053	1,408.90	17.6112
	D	38,463	3,205	1,479.34	18.4918
	E	40,386	3,366	1,553.31	19.4164
18	A	34,056	2,838	1,309.86	16.3732
	B	35,759	2,980	1,375.35	17.1919
	C	37,547	3,129	1,444.12	18.0515
	D	39,424	3,285	1,516.33	18.9541
	E	41,396	3,450	1,592.14	19.9018

**Salary Schedule Effective July 1, 2015
IPOA-Safety Employees (1%)**

Exhibit "A-3"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	34,908	2,909	1,342.61	16.7826
	B	36,653	3,054	1,409.74	17.6217
	C	38,486	3,207	1,480.22	18.5028
	D	40,410	3,368	1,554.23	19.4279
	E	42,431	3,536	1,631.95	20.3993
20	A	35,780	2,982	1,376.17	17.2021
	B	37,569	3,131	1,444.98	18.0622
	C	39,448	3,287	1,517.23	18.9654
	D	41,420	3,452	1,593.09	19.9136
	E	43,491	3,624	1,672.74	20.9093
21	A	36,675	3,056	1,410.58	17.6322
	B	38,509	3,209	1,481.10	18.5138
	C	40,434	3,370	1,555.16	19.4395
	D	42,456	3,538	1,632.92	20.4115
	E	44,579	3,715	1,714.56	21.4320
22	A	37,592	3,133	1,445.84	18.0730
	B	39,471	3,289	1,518.13	18.9766
	C	41,445	3,454	1,594.04	19.9255
	D	43,517	3,626	1,673.74	20.9218
	E	45,693	3,808	1,757.43	21.9678
23	A	38,532	3,211	1,481.99	18.5248
	B	40,458	3,372	1,556.09	19.4511
	C	42,481	3,540	1,633.89	20.4236
	D	44,605	3,717	1,715.58	21.4448
	E	46,835	3,903	1,801.36	22.5170
24	A	39,495	3,291	1,519.04	18.9879
	B	41,470	3,456	1,594.99	19.9373
	C	43,543	3,629	1,674.74	20.9342
	D	45,720	3,810	1,758.47	21.9809
	E	48,006	4,001	1,846.40	23.0800
25	A	40,482	3,374	1,557.01	19.4626
	B	42,506	3,542	1,634.86	20.4358
	C	44,632	3,719	1,716.61	21.4576
	D	46,863	3,905	1,802.44	22.5304
	E	49,206	4,101	1,892.56	23.6570
26	A	41,494	3,458	1,595.94	19.9492
	B	43,569	3,631	1,675.73	20.9467
	C	45,748	3,812	1,759.52	21.9940
	D	48,035	4,003	1,847.50	23.0937
	E	50,437	4,203	1,939.87	24.2484
27	A	42,532	3,544	1,635.84	20.4479
	B	44,658	3,722	1,717.63	21.4703
	C	46,891	3,908	1,803.51	22.5439
	D	49,236	4,103	1,893.68	23.6710
	E	51,698	4,308	1,988.37	24.8546

**Salary Schedule Effective July 1, 2015
IPOA-Safety Employees (1%)**

Exhibit "A-3"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	43,595	3,633	1,676.73	20.9591
	B	45,775	3,815	1,760.57	22.0071
	C	48,063	4,005	1,848.60	23.1075
	D	50,467	4,206	1,941.03	24.2628
	E	52,990	4,416	2,038.08	25.4760
29	A	44,685	3,724	1,718.65	21.4831
	B	46,919	3,910	1,804.58	22.5573
	C	49,265	4,105	1,894.81	23.6851
	D	51,728	4,311	1,989.55	24.8694
	E	54,315	4,526	2,089.03	26.1129
30	A	45,802	3,817	1,761.62	22.0202
	B	48,092	4,008	1,849.70	23.1212
	C	50,497	4,208	1,942.18	24.2773
	D	53,022	4,418	2,039.29	25.4911
	E	55,673	4,639	2,141.25	26.7657
31	A	46,947	3,912	1,805.66	22.5707
	B	49,294	4,108	1,895.94	23.6992
	C	51,759	4,313	1,990.74	24.8842
	D	54,347	4,529	2,090.27	26.1284
	E	57,064	4,755	2,194.79	27.4348
32	A	48,121	4,010	1,850.80	23.1350
	B	50,527	4,211	1,943.34	24.2917
	C	53,053	4,421	2,040.50	25.5063
	D	55,706	4,642	2,142.53	26.7816
	E	58,491	4,874	2,249.66	28.1207
33	A	49,324	4,110	1,897.07	23.7133
	B	51,790	4,316	1,991.92	24.8990
	C	54,379	4,532	2,091.52	26.1440
	D	57,098	4,758	2,196.09	27.4512
	E	59,953	4,996	2,305.90	28.8237
34	A	50,557	4,213	1,944.49	24.3062
	B	53,085	4,424	2,041.72	25.5215
	C	55,739	4,645	2,143.80	26.7976
	D	58,526	4,877	2,250.99	28.1374
	E	61,452	5,121	2,363.54	29.5443
35	A	51,821	4,318	1,993.11	24.9138
	B	54,412	4,534	2,092.76	26.1595
	C	57,132	4,761	2,197.40	27.4675
	D	59,989	4,999	2,307.27	28.8409
	E	62,988	5,249	2,422.63	30.2829
36	A	53,116	4,426	2,042.93	25.5367
	B	55,772	4,648	2,145.08	26.8135
	C	58,561	4,880	2,252.33	28.1542
	D	61,489	5,124	2,364.95	29.5619
	E	64,563	5,380	2,483.20	31.0400

**Salary Schedule Effective July 1, 2015
IPOA-Safety Employees (1%)**

Exhibit "A-3"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	54,444	4,537	2,094.01	26.1751
	B	57,166	4,764	2,198.71	27.4838
	C	60,025	5,002	2,308.64	28.8580
	D	63,026	5,252	2,424.08	30.3009
	E	66,177	5,515	2,545.28	31.8160
38	A	55,805	4,650	2,146.36	26.8295
	B	58,596	4,883	2,253.68	28.1709
	C	61,525	5,127	2,366.36	29.5795
	D	64,602	5,383	2,484.68	31.0585
	E	67,832	5,653	2,608.91	32.6114
39	A	57,200	4,767	2,200.02	27.5002
	B	60,060	5,005	2,310.02	28.8752
	C	63,063	5,255	2,425.52	30.3190
	D	66,217	5,518	2,546.79	31.8349
	E	69,527	5,794	2,674.13	33.4267
40	A	58,630	4,886	2,255.02	28.1877
	B	61,562	5,130	2,367.77	29.5971
	C	64,640	5,387	2,486.16	31.0770
	D	67,872	5,656	2,610.46	32.6308
	E	71,266	5,939	2,740.99	34.2623
41	A	60,096	5,008	2,311.39	28.8924
	B	63,101	5,258	2,426.96	30.3370
	C	66,256	5,521	2,548.31	31.8539
	D	69,569	5,797	2,675.73	33.4466
	E	73,047	6,087	2,809.51	35.1189
42	A	61,599	5,133	2,369.18	29.6147
	B	64,679	5,390	2,487.64	31.0954
	C	67,912	5,659	2,612.02	32.6502
	D	71,308	5,942	2,742.62	34.2827
	E	74,873	6,239	2,879.75	35.9969
43	A	63,139	5,262	2,428.41	30.3551
	B	66,295	5,525	2,549.83	31.8728
	C	69,610	5,801	2,677.32	33.4665
	D	73,091	6,091	2,811.18	35.1398
	E	76,745	6,395	2,951.74	36.8968
44	A	64,717	5,393	2,489.12	31.1140
	B	67,953	5,663	2,613.57	32.6697
	C	71,351	5,946	2,744.25	34.3031
	D	74,918	6,243	2,881.46	36.0183
	E	78,664	6,555	3,025.54	37.8192
45	A	66,335	5,528	2,551.34	31.8918
	B	69,652	5,804	2,678.91	33.4864
	C	73,134	6,095	2,812.86	35.1607
	D	76,791	6,399	2,953.50	36.9188
	E	80,631	6,719	3,101.18	38.7647

**Salary Schedule Effective July 1, 2015
IPOA-Safety Employees (1%)**

Exhibit "A-3"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	67,993	5,666	2,615.13	32.6891
	B	71,393	5,949	2,745.88	34.3236
	C	74,963	6,247	2,883.18	36.0397
	D	78,711	6,559	3,027.34	37.8417
	E	82,646	6,887	3,178.70	39.7338
47	A	69,693	5,808	2,680.51	33.5063
	B	73,178	6,098	2,814.53	35.1816
	C	76,837	6,403	2,955.26	36.9407
	D	80,679	6,723	3,103.02	38.7878
	E	84,712	7,059	3,258.17	40.7272
48	A	71,435	5,953	2,747.52	34.3440
	B	75,007	6,251	2,884.90	36.0612
	C	78,758	6,563	3,029.14	37.8642
	D	82,696	6,891	3,180.60	39.7575
	E	86,830	7,236	3,339.63	41.7453
49	A	73,221	6,102	2,816.21	35.2026
	B	76,882	6,407	2,957.02	36.9627
	C	80,727	6,727	3,104.87	38.8109
	D	84,763	7,064	3,260.11	40.7514
	E	89,001	7,417	3,423.12	42.7890
50	A	75,052	6,254	2,886.61	36.0827
	B	78,805	6,567	3,030.94	37.8868
	C	82,745	6,895	3,182.49	39.7811
	D	86,882	7,240	3,341.61	41.7702
	E	91,226	7,602	3,508.70	43.8587
51	A	76,928	6,411	2,958.78	36.9847
	B	80,775	6,731	3,106.72	38.8340
	C	84,813	7,068	3,262.05	40.7757
	D	89,054	7,421	3,425.15	42.8144
	E	93,507	7,792	3,596.41	44.9552
52	A	78,851	6,571	3,032.75	37.9093
	B	82,794	6,899	3,184.38	39.8048
	C	86,934	7,244	3,343.60	41.7950
	D	91,280	7,607	3,510.78	43.8848
	E	95,844	7,987	3,686.32	46.0790
53	A	80,823	6,735	3,108.57	38.8571
	B	84,864	7,072	3,263.99	40.7999
	C	89,107	7,426	3,427.19	42.8399
	D	93,562	7,797	3,598.55	44.9819
	E	98,241	8,187	3,778.48	47.2310
54	A	82,843	6,904	3,186.28	39.8285
	B	86,985	7,249	3,345.59	41.8199
	C	91,335	7,611	3,512.87	43.9109
	D	95,901	7,992	3,688.52	46.1065
	E	100,697	8,391	3,872.94	48.4118

**Salary Schedule Effective July 1, 2015
IPOA-Safety Employees (1%)**

Exhibit "A-3"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	84,914	7,076	3,265.94	40.8242
	B	89,160	7,430	3,429.23	42.8654
	C	93,618	7,802	3,600.70	45.0087
	D	98,299	8,192	3,780.73	47.2591
	E	103,214	8,601	3,969.77	49.6221
56	A	87,037	7,253	3,347.59	41.8448
	B	91,389	7,616	3,514.96	43.9371
	C	95,959	7,997	3,690.71	46.1339
	D	100,756	8,396	3,875.25	48.4406
	E	105,794	8,816	4,069.01	50.8626
57	A	89,213	7,434	3,431.27	42.8909
	B	93,674	7,806	3,602.84	45.0355
	C	98,357	8,196	3,782.98	47.2873
	D	103,275	8,606	3,972.13	49.6516
	E	108,439	9,037	4,170.74	52.1342
58	A	91,443	7,620	3,517.06	43.9632
	B	96,016	8,001	3,692.91	46.1614
	C	100,816	8,401	3,877.56	48.4694
	D	105,857	8,821	4,071.43	50.8929
	E	111,150	9,263	4,275.00	53.4376
59	A	93,730	7,811	3,604.98	45.0623
	B	98,416	8,201	3,785.23	47.3154
	C	103,337	8,611	3,974.49	49.6812
	D	108,504	9,042	4,173.22	52.1652
	E	113,929	9,494	4,381.88	54.7735
60	A	96,073	8,006	3,695.11	46.1888
	B	100,876	8,406	3,879.86	48.4983
	C	105,920	8,827	4,073.86	50.9232
	D	111,216	9,268	4,277.55	53.4694
	E	116,777	9,731	4,491.43	56.1428
61	A	98,475	8,206	3,787.49	47.3436
	B	103,398	8,617	3,976.86	49.7107
	C	108,568	9,047	4,175.70	52.1963
	D	113,997	9,500	4,384.49	54.8061
	E	119,697	9,975	4,603.71	57.5464
62	A	100,936	8,411	3,882.17	48.5272
	B	105,983	8,832	4,076.28	50.9535
	C	111,282	9,274	4,280.10	53.5012
	D	116,847	9,737	4,494.10	56.1763
	E	122,689	10,224	4,718.81	58.9851
63	A	103,460	8,622	3,979.23	49.7403
	B	108,633	9,053	4,178.19	52.2274
	C	114,065	9,505	4,387.10	54.8387
	D	119,768	9,981	4,606.45	57.5807
	E	125,756	10,480	4,836.78	60.4597

**Salary Schedule Effective July 1, 2015
IPOA-Safety Employees (1%)**

Exhibit "A-3"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	106,046	8,837	4,078.71	50.9838
	B	111,349	9,279	4,282.64	53.5330
	C	116,916	9,743	4,496.78	56.2097
	D	122,762	10,230	4,721.61	59.0202
	E	128,900	10,742	4,957.69	61.9712
65	A	108,698	9,058	4,180.68	52.2584
	B	114,132	9,511	4,389.71	54.8714
	C	119,839	9,987	4,609.19	57.6149
	D	125,831	10,486	4,839.65	60.4957
	E	132,123	11,010	5,081.64	63.5205
66	A	111,415	9,285	4,285.19	53.5649
	B	116,986	9,749	4,499.45	56.2431
	C	122,835	10,236	4,724.42	59.0553
	D	128,977	10,748	4,960.65	62.0081
	E	135,426	11,285	5,208.68	65.1085
67	A	114,200	9,517	4,392.32	54.9040
	B	119,910	9,993	4,611.94	57.6492
	C	125,906	10,492	4,842.53	60.5317
	D	132,201	11,017	5,084.66	63.5583
	E	138,811	11,568	5,338.89	66.7362
68	A	117,055	9,755	4,502.13	56.2766
	B	122,908	10,242	4,727.24	59.0905
	C	129,054	10,754	4,963.60	62.0450
	D	135,506	11,292	5,211.78	65.1472
	E	142,282	11,857	5,472.37	68.4046
69	A	119,982	9,998	4,614.68	57.6835
	B	125,981	10,498	4,845.42	60.5677
	C	132,280	11,023	5,087.69	63.5961
	D	138,894	11,574	5,342.07	66.7759
	E	145,839	12,153	5,609.18	70.1147
70	A	122,981	10,248	4,730.05	59.1256
	B	129,130	10,761	4,966.55	62.0819
	C	135,587	11,299	5,214.88	65.1860
	D	142,366	11,864	5,475.62	68.4453
	E	149,485	12,457	5,749.41	71.8676
71	A	126,056	10,505	4,848.30	60.6038
	B	132,359	11,030	5,090.72	63.6340
	C	138,977	11,581	5,345.25	66.8157
	D	145,925	12,160	5,612.52	70.1564
	E	153,222	12,768	5,893.14	73.6643
72	A	129,207	10,767	4,969.51	62.1189
	B	135,668	11,306	5,217.98	65.2248
	C	142,451	11,871	5,478.88	68.4860
	D	149,574	12,464	5,752.83	71.9103
	E	157,052	13,088	6,040.47	75.5059

**CITY OF IRWINDALE
STANDARD OPERATING PROCEDURE**

SUBJECT: CATASTROPHIC LEAVE DONATION POLICY

PURPOSE: The purpose of this Catastrophic Leave Donation Policy is to provide guidelines for the donation of paid leave to an employee who suffers from a catastrophic injury or illness or is forced to care for a family member who has suffered a catastrophic injury or illness.

**STAFF
AFFECTED:** All full-time City employees.

PROCEDURE:

An employee who has accrued vacation or compensatory time may donate a part of his/her accrued time to another employee who is or will be absent for an extended period of time for medical reasons or to take care of a family member who has a medical condition and who does not have sufficient accrued leave time to cover his/her absence.

Upon verification from a medical authority that an employee has been stricken by a catastrophic illness or injury and is incapacitated from performing his/her job duties, and upon verification that the employee has exhausted all of his/her accumulated leave, the Department Head and the City Manager may determine that an employee is eligible to receive donations of accumulated leave time from fellow employees.

Alternatively, upon verification from a medical authority that an employee's family member has been stricken by a catastrophic illness or injury and requires the City of Irwindale employee who has exhausted all of their paid leave to care for them, the Department Head and the City Manager may determine that an employee is eligible to receive donations of accumulated leave time from fellow employees.

Catastrophic injury or illness is defined as a life-threatening injury or illness of an employee which totally incapacitates the employee from work, as verified by a licensed physician, and forces the employee to exhaust all leave time earned by that employee, resulting in the loss of compensation from the City for the employee. Conditions that are short-term in nature, including, but not limited to, common illnesses such as colds, influenza, measles, and other common illnesses or injuries, are not catastrophic. Chronic illnesses or injuries, such as cancer, AIDS, residual effects of stroke, or major surgery, which result in intermittent absences from work and which are long-term in nature and require long recuperation periods may be considered catastrophic.

Request for such donations shall be submitted directly to and processed by Human Resources.

EXHIBIT B

Upon determination that an employee is eligible, a notice shall be distributed to all employees through the Human Resources Department advising that accumulated leave hours may be donated to the eligible employee. The maximum amount of donation an employee may receive in a 12-month period is 1,000 hours. The 12-month period means a rolling 12-month period measured backward from the date leave is taken.

All accrued leave of the recipient accrued during his/her absence will be used before any donations are applied. These hours must be integrated with the employee's disability (both SDI and voluntary LTD) benefit payments if applicable. In no event shall an employee receive a combination of leave donations and disability payments in an amount that would exceed the employee's pre-incident earnings. Employees receiving worker's compensation benefits are not eligible for participation in the Catastrophic Leave Donation Program.

The minimum number of hours that may be donated by an employee is one (1) and the maximum donation by an employee is eighty (80) hours per fiscal year. Only full-hour increments of leave time are transferrable. Donation of time shall be limited to accrued vacation or compensatory time, and does not include sick leave, administrative leave, floating holidays or any other accumulated leave.

Donations are reflected as an hour-for-hour deduction from the leave balance of the donating employee and will be received on an hour-for-hour basis by the recipient, regardless of the differing pay rates. Donated hours will not be deducted from the donor's leave balance until transferred to the receiving employee.

Donations will be provided to the recipient employee incrementally each pay period in the order in which the donations were received. If all of the donated hours are not used by the time the recipient returns to work, then the unused hours will not be processed through Payroll and the donor will be notified that the hours were not used.

Employees wishing to donate leave time must complete a "Donation of Leave" form so that the time may be credited to the proper person. This form is to be submitted to the Human Resources Department. All employee participation in the Catastrophic Leave Donation Program is on a strictly voluntary basis. No employee shall be coerced, threatened, intimidated, or financially induced into donating paid leave time to this program. Donations shall be kept confidential and shall not be revealed to the recipient, other donors, and/or other employees.

Donations are not tax deductible for the donating employee. Donated leave time is subject to the recipient's normal payroll deductions and are subject to all taxes as required by law.

CITY OF IRWINDALE
CATASTROPHIC LEAVE DONATION FORM

Date: _____

I wish to donate my accrued leave time to: _____
(Recipient Employee)

Donor's Name: _____

Donor's Department: _____

<u>Donated Leave (if applicable)</u>	<u>Number of Hours Donated (must be whole hours)</u>
Vacation	_____
Compensatory Leave	_____

I certify that I am making this donation entirely of my own free will and that no attempts have been made to coerce me to donate leave hours or work the affected employee's shift. I understand that I have no right to have any of the donated leave hours restored to my accrued leave balance once I have signed this form and authorized the donation.

Donor's Signature: _____

CHIEF'S OPERATIONS ORDERS

2011 - 3

Shift Exchanges / Day Trades

Currently the police department allows employees to select work shifts based on a tier rotation system every four months. It is the department's position when an employee is assigned to a specific work schedule based on this shift selection rotation, it is the employee's responsibility to fulfill the scheduled shift assigned.

With regards to all police department employees requesting "Shift Exchanges or Day Trades" the following will be protocol for the approval of such requests:

- 1) The Supervisor of either effected shifts for the requesting employees must approve and sign the "Shift Exchange Request" form to acknowledge the request
- 2) Both shifts must be worked within the same 28 day department work schedule cycle
- 3) Shift exchange days that an employee works will still fall under the department's "16 hour work rule" within the overtime policy (3.0.138)
- 4) Employees may not request to use an already approved shift exchange day towards another separate shift exchange request
- 5) The employee that was originally scheduled to work the shift is responsible for that shift being completed and staffing levels meet the MSL per the MOU
- 6) Employees may not sign-up to work an overtime shift on a day they were originally scheduled to work
- 7) Shift exchanges can only be with the same rank (officer for officer and supervisor for supervisor)

Approvals for "Shift Exchanges or Day Trades" that do not meet these guidelines may be approved by a department administrator, at their discretion.

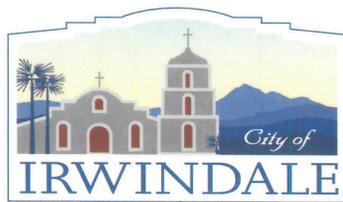
ON CALL OR COURT STANDBY TIME ACCRUAL: (Manual 348.2.6)

If a police employee is issued a valid Standby (On-Call) court subpoena and is off that day, they will be compensated from the hours of 0830 hours to 1700 hours unless or until notified by the court, the district attorney's office or the department's court liaison or supervisor, that the police employee is no longer on Standby. Standby compensation shall end concurrent with said notice being provided. The department court liaison officer or supervisor shall, notify the affected employee via telephone message and department email that the police employee is no longer on Standby. Notice is deemed made and completed at the time of the notice being transmitted. Notice shall be effective for all purposes in this section, regardless of whether or not the employee actually accesses the notice. Notices from the court or district attorney's office shall be effective for all purposes in this section, when transmitted either personally or in the manner provided for herein by department personnel. If the police employee is not notified of the cancelations of the court Standby time, the affected employee shall be permitted to submit for the time (0830-1700 hours) where they were not notified of the cancelation of the Standby time. The police employee will be compensated at the employee's regular pay rate, at half time, for the entire time the police employee is considered to be on Standby time. Example: A police employee is placed on court Standby time for the day. The court Standby time is 8.5 hours however; the employee will be paid 4.25 hours at the regular pay rate for the court Standby time.

POLICE DEPARTMENT EMPLOYEE CALL IN ROSTER

DATE	NAME	REASON FOR OVERTIME	NAME	REASON FOR OVERTIME	NAME	REASON FOR OVERTIME
	PATRICK, SERGEANT	A/B/S/CK/ANSWER	JEROME, SERGEANT	A/B/S/CK/ANSWER	ROBBLES, MONTA	A/B/S/CK/ANSWER
	RYAN, LYNDA					
	AVILA, ROBERT		GONZALEZ, RAYMOND		HERNANDEZ, JOHN	
	ZERENIAS, GEORGE		ALVA, DANIELA		PETERSON, STACY	
	GOMEZ, GREG		FRANCO, JOHN		AGUILAR, EMIL	
			BRAND, JAMES		CURTIS, SARA	
			VARGAS, IVAN		ALVAREZ, MARIAL	
			CAMPOS, EMANUEL		FLO, YVONNE	
	LOPEZ, ANTONIO		GONZALEZ, DIEGO		COX, GRACE	
			AREAS, MICHAEL			
			CAMPOS, RUBY		GONZALEZ, RAYMOND	
			BARBERANO, DANIEL		CORNEJO, HUGO	
			GAZZA, LORRAINE		CAMPOS, RUBY	
			SAPIER, RAY		GAMERANO, DANIEL	
			TAPIA, BRADLEY		GATTO, RUBY	
			HARDY, JOE			
			GATTO, RUBY			
			MIRELES, GIOIA			
			LOPEZ, ANTONIO			

A-Day Kiosk 6:00-10:00 AM
 B-Day Kiosk 10:00-12:00 AM
 S-Sick
 ICD-10 (Infectious Comp)
 UD-Light Duty Status
 CC-Comped Off
 CW-Comped Work
 TW-Will Work



November 4, 2013

T0: Irwindale Police Officers Association
From: John Davidson, City Manager
Subject: IPOA MOU Side Agreement-Change to Payroll Deductions of IPOA Dues

On September 30, 2013, the City received a letter from IPOA President, Rudy P. Campos Jr., formally requesting a change to the method in which IPOA dues are being deducted from IPOA member payroll checks.

The Memorandum of Understanding between the City and IPOA dated July 1, 2013 to June 30, 2016 (IPOA MOU) Article 04 pertaining to dues reads as follows:

Section 04.01 DUES DEDUCTION The City shall provide for payroll deductions each month from the first biweekly payroll of the month (twelve times per calendar year) of the Recognized Employee Organization's dues and assessments and other authorized payments, in the amount certified to be current by the Treasurer of the Recognized Employee Organization and as authorized in writing by a represented employee. The City shall remit the total amount of deductions to the Recognized Employee Organization quarterly.

Pursuant to Article 04 of the IPOA MOU, the Finance Department currently deducts the full monthly amount on the first biweekly payroll check of the month.

The IPOA is requesting for dues to be deducted on a biweekly basis, with half the dues deducted on the first payroll check of the month, and the remaining half deducted on the second payroll check of the month, for a total of 24 deductions per year. The total dues deducted will be forwarded to the IPOA on a monthly basis.

Per the attached letter from the IPOA, this change was voted on and approved by a majority of the IPOA members. Additionally, the dues have increased from \$75.00 to \$100.00 per month for sworn members, and from \$25.00 to \$50.00 per month for non-sworn members. The letter also stipulates that dues for the Reserve Police Officers and Police Cadets will be handled internally within the IPOA, and not via payroll deductions.

Accordingly, the City and IPOA agree to all of the following with respect to IPOA dues deductions:

1. The City shall provide for payroll deductions on a biweekly basis, with half of the monthly dues deducted from the first biweekly payroll of the month, and the remaining balance of the monthly dues deducted from the second biweekly payroll of the month, for a total of 24 deductions per year.
2. The City shall remit the total amount of deductions to the IPOA monthly.
3. The City shall not provide for payroll deductions of IPOA dues from Reserve Police Officers or Police Cadets. Dues deductions from Reserve Police Officers or Police Cadets shall be handled internally by the IPOA.

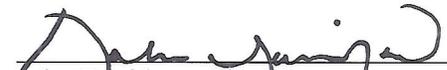


This Side Agreement will take effect with the IPOA Dues for November 2013, for which the first biweekly payroll check is scheduled to be issued on 11/14/2013.

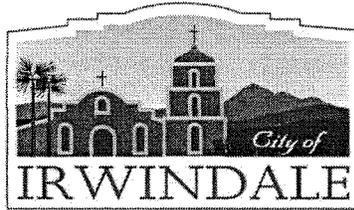

Rudy P. Campos Jr., IPOA President


Fred Galante, City Attorney


Roy Campos, Interim Police Chief


John Davidson, City Manager

Attachment: IPOA Letter Dated September 30, 2013



Date: February 13, 2014
To: Irwindale Police Officers' Association
From: John Davidson, City Manager
Subject: IPOA MOU Side Agreement #2

The intent of this side agreement is to document a change to Section 14.06 of the MOU by and between the City of Irwindale and the Irwindale Police Officers' Association (IPOA) that is currently in effect for period July 1, 2013 through June 30, 2016.

Section 14.06 pertaining to the CONFIGURATION OF POLICE VEHICLE EMERGENCY EQUIPMENT currently reads as follows:

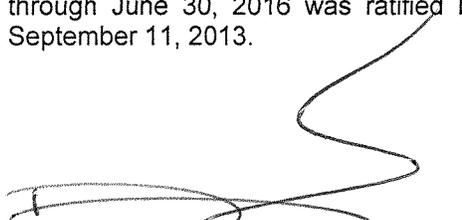
SECTION 14.06 The parties agree to the use of Motor Officers, Commercial Enforcement, and Canine Officers towards MSL. CONFIGURATION OF POLICE VEHICLE EMERGENCY EQUIPMENT. The City agrees to utilize its best efforts to configure the placement of emergency and other police equipment installed in police vehicles in such a manner as to assure, to the maximum extent possible given the various makes and models of police vehicles in the City's fleet, that such configuration is uniform for all police vehicles so as to reduce the time necessary to deploy or utilize such equipment by members of the IPOA Unit in the discharge of their law enforcement duties.

The IPOA has requested a change to this section to fix a typographical error and remove language that was inadvertently included in this section. The City and the IPOA mutually agrees to amend Section 14.06 to reflect the correct language as shown below.

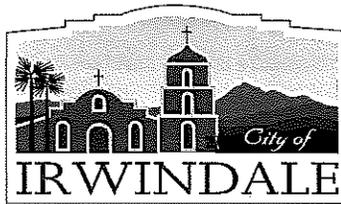
Section 14.06 pertaining to the CONFIGURATION OF POLICE VEHICLE EMERGENCY EQUIPMENT will now read as follows:

SECTION 14.06 CONFIGURATION OF POLICE VEHICLE EMERGENCY EQUIPMENT. The City agrees to utilize its best efforts to configure the placement of emergency and other police equipment installed in police vehicles in such a manner as to assure, to the maximum extent possible given the various makes and models of police vehicles in the City's fleet, that such configuration is uniform for all police vehicles so as to reduce the time necessary to deploy or utilize such equipment by members of the IPOA Unit in the discharge of their law enforcement duties.

This Side Agreement #2 will take effect retroactive to September 11, 2013, the same date the current MOU by and between the City of Irwindale and the Irwindale Police Officers' Association (IPOA) for period July 1, 2013 through June 30, 2016 was ratified by the Irwindale City Council at its regularly scheduled meeting on September 11, 2013.


Rudy P. Campos Jr., IPOA President


John Davidson
City Manager / Municipal Employee
Relations Representative



Side Letter Agreement #3
Between the CITY OF IRWINDALE
And the IRWINDALE POLICE OFFICERS' ASSOCIATION

PREAMBLE

The City of Irwindale ("City") and the Irwindale Police Officers' Association ("IPOA") have entered into a Memorandum of Understanding between the parties dated July 1, 2013 - June 30, 2016 ("MOU"). An issue has arisen regarding (i) a unit member's injury on duty and light duty work, and (ii) the maintenance and purging of personnel files of the IPOA employees, and the parties have agreed to the following amendment to the MOU. This agreement comes after the parties have met and conferred in good faith regarding Sections 7.07 and 14.04 of the MOU and Policy 1026 of the City of Irwindale Police Department Policy Manual. The parties agreed to revisions to Policy 1026 and MOU Section 14.04 and revisions to MOU Section 7.07 on or about April 11, 2016. All other terms and conditions of the MOU shall remain in force and effect, except as to the specific changes as stated below.

AGREEMENT

1. SECTION 7.07 of the MOU is amended as follows:

SECTION 07.07 INJURY ON DUTY.

A. If the City is able to accommodate the work restriction(s) stipulated by the employee's medical provider, the An-employee shall be placed on assigned to light-duty status and may will generally be assigned to work a 4/10 hour work week, Monday through Thursday, 0800 to 1800 hours. Any exceptions to this schedule may be made with appropriate advance notice to the employee with approval of the Police Chief Patrol or Administrative Lieutenant. Employees on light-duty status work a 40-hour work week and are not authorized to work overtime or accrue compensatory time, unless authorized by the Police Chief, if deemed necessary. The City shall pay employees up to a maximum of four (4) hours per work day for doctor appointments and/or medical treatment that occur during light duty work hours. Employees shall not be paid for doctors' appointments and/or medical treatment that occur during their scheduled time off. The City reserves the right to re-evaluate whether or not it can accommodate an employee's work restriction(s) while the employee is on light duty status. The City may change an employee's light duty status to off work status if the City can no longer accommodate the work restriction(s).

B. If the City cannot accommodate the work restriction(s) stipulated by the employee's medical provider, the employee shall be placed on off-work status. The City reserves the right to re-evaluate whether or not it can accommodate an employee's work restriction(s) while employee is on off-work status. The City may change an employee's off work status to light duty status if the City can accommodate the work restriction(s).

C. If an employee has been released to full duty but still requires ongoing medical treatment AND before the employee is declared permanent and stationary, the employee shall be paid for doctors' appointments and/or medical treatment, up to a maximum of 4 hours per work day. However, ALL of the following conditions must be met:

1. For Miscellaneous employees: Employee is scheduled to work during the appointment time.

2. For Safety employees:

(a) Employee is scheduled to work during the appointment time.

(b) Employee's doctor's appointment or medical treatment is at a facility within 6 miles of the Irwindale Police Station.

(c) Employee remains in uniform and can respond to calls for service.

(d) Employee is driving a City vehicle.

D. Employees released to full duty shall not be paid for doctors' appointments and/or medical treatment that occur during their scheduled time off.

2. SECTION 14.04 of the MOU is amended as follows:

SECTION 14.04 PURGING OF CITIZENS COMPLAINTS. City agrees that it will comply with the law and ensure that within five (5) years of the filing and/or submission of any citizen complaint involving any sworn police officer, City will take such actions as are permissible or required by law to purge and/or destroy all such complaints and any investigation(s) resulting therefrom. City also agrees that it will comply with Penal Code § 832.5 regarding the storage and/or segregation of personnel and/or citizen complaints. The City agrees to maintain in place a general order prohibiting the maintenance of separate police management personnel files or dossiers on members of the IPOA Unit that it will comply with Policy 1026 of the City of Irwindale Police Department Policy Manual, as revised and mutually agreed upon by the parties on or about September 3, 2015 and that said policy should be incorporated herein.

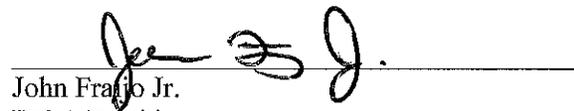
In witness whereof, the parties have caused their signatures to be affixed this 11th day of April, 2016. This Side Agreement No. 3 shall take effect after it is ratified by the Irwindale City Council at its regularly scheduled meeting on April 27, 2016.

CITY OF IRWINDALE

IRWINDALE POLICE OFFICERS' ASSOCIATION



John Davidson
City Manager
Municipal Employee Relations Representative



John Frajto Jr.
IPOA President



Diego Cornejo
IPOA Board Member