

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SOUTH GATE
AND
THE POLICE MANAGEMENT ASSOCIATION**

INTENT: This MOU has been reached through the process of "Meet and Confer" with the objective of fostering effective cooperation between the City and its employees.

For the purposes of this agreement, and as defined in the Employer-Employee Relations Resolution, the "City" shall be defined as the City of South Gate, a municipal corporation, represented by the Assistant City Manager/Personnel Officer and the "Union" shall be defined as the Police Management Association (PMA).

RECOGNITION: The "Union" is recognized as the majority representative for the employees in the classifications defined in the Employer-Employee Relations Resolution and subsequent amendments to the same.

DURATION: The MOU shall become effective only after adoption by the City Council of the City of South Gate following ratification by the members of the "Union."

Both the "Union" and the "City" have agreed that the term of this agreement shall be for three (3) years, commencing on July 1, 1997 and terminating on June 30, 2000.

WAGES:

July 1, 1997	0% salary increase
July 1, 1998	* salary increase (determined as follows)
July 1, 1999	** salary increase (determined as follows)

* Sergeants: 15% above the total compensation salary for Police Officer of \$5,560 including only the following: Highest Step Base Pay, Senior Officer Pay, Certificate Pay and Special Assignment Pay.

Lieutenants: 15% above Sergeants

Captains: 11% above Lieutenants

** Sergeants: 16% above the total compensation salary for Police Officer of \$5,781 including only the following: Highest Step Base Pay, Senior Officer Pay, Certificate Pay and Special Assignment Pay.

Lieutenants: 16% above Sergeants

Captains: 12% above Lieutenants

SENIOR OFFICER PAY: Senior Officer Pay shall be deleted for Sergeants, Lieutenants and Captains, effective July 1, 1998.

CERTIFICATE PAY: Certificate Pay for Sergeants shall be deleted and will not be offered to Lieutenants and Captains, effective July 1, 1998.

CAPTAIN IN CHARGE: Police Captain, while assuming and discharging the duties of "Police Captain in Charge" shall be paid an additional \$300.00 per month.

UNIFORM PAY: Police Captains, Lieutenants and Sergeants shall receive \$800.00 per fiscal year, effective July 1, 1998.

LIFE INSURANCE: The "City" shall provide \$100,000 Accidental Death and Dismemberment Insurance for all employees represented by the "Union", effective on adoption of the agreement. Basic Life Insurance shall continue at \$5,000 coverage.

EDUCATIONAL REIMBURSEMENT: Increase individual cap to \$2,500 annually, effective July 1, 1998, subject to budget availability. Eligible employees will be regular full-time City employees who have successfully passed their initial probation period.

RETIREE MEDICAL INSURANCE: Effective July 1, 1998, the City will provide an additional \$50 per month (for a total of \$200 plus \$16 for PERS portion for medical insurance) towards retiree medical insurance. This payment will also be made to all current retirees who receive this benefit at present.

VACATION CARRYOVER: Vacation Carryover shall be increased to 260 hours, effective upon ratification by Council.

VACATION LEAVE: Vacation Leave shall be increased to 180 hours at 15 years; and 200 hours at 20 years, effective upon ratification by Council.

ADMINISTRATIVE LEAVE: 40 hours per year for Lieutenants & Captains effective July 1, 1998. Overtime (Bonus Time) for Lieutenants shall be eliminated effective July 1, 1998. Lieutenants and Captains earn Administrative Leave in recognition for time worked after regular shift on projects and/or community events, and shall be expected to attend community events.

COURT OVERTIME PAY: Overtime Pay, including Court Overtime Pay, for Police Sergeants shall continue with the following exception: "On Call" is on a daily basis, not a morning/afternoon basis. If two subpoenas are for the same day, an officer may not receive compensation for being "On Call" on one case while appearing on another court case during the same day.

MAINTENANCE OF BENEFITS: The status of all existing salaries, benefits, and conditions of employment now enjoyed by PMA members shall not be affected by this MOU, except as specifically modified by the provisions herein or by actions taken in the implementation thereof.

FEDERAL AND STATE LAWS: It is understood that this MOU is subject to all present and future applicable federal and state laws and regulations and the provisions herein shall be effective and implemented only to the extent permitted by such laws and regulations. If any part of this MOU is in conflict with such applicable laws and regulations, or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and the remainder of the Agreement shall not be affected thereby.

The above proposal is offered solely as a package. All provisions contained in this proposal must be agreed to by the PMA bargaining unit.

**PMA
Negotiator**



Robert M. Todd, President

Date: 5/13/98

**Municipal Employee Relations
Representative**



Robert E. Turner, Chief Negotiator

Date: 5/13/98