



CITY MANAGER'S OFFICE

City of South Gate
CITY COUNCIL

JUL 19 2022

AGENDA BILL

For the Regular Meeting of: July 26, 2022
Originating Department: City Manager's Office

City Manager:  City Manager: 
Chris Jeffers *Chris Jeffers*

SUBJECT: RESOLUTION APPROVING A TENTATIVE AGREEMENT WITH THE SOUTH GATE POLICE OFFICERS' ASSOCIATION FOR A SUCCESSOR MOU FOR THE PERIOD JULY 1, 2021 THROUGH JUNE 30, 2025

PURPOSE: To consider a Tentative Agreement of deal points for a successor Memorandum of Understanding between the City of South Gate ("City") and the South Gate Police Officers' Association ("Association") covering the time period of July 1, 2021 through June 30, 2025 ("SGPOA MOU 2021-25").

RECOMMENDED ACTION: The City Council consider adopting a Resolution approving a Tentative Agreement for a memorandum of understanding between the City of South Gate and the South Gate Police Officers' Association for the period July 1, 2021 through June 30, 2025.

FISCAL IMPACT: The total cost of the proposed Tentative Agreement with the Association is projected at approximately \$1,729,000 million for the term of the successor POA MOU, of which approximately \$775,000 is from the General Fund. The other costs are from the American Rescue Plan Act funds for providing "Essential Worker" compensation for those employees required to work during the COVID-19 pandemic time period (March 18, 2020, to January 1, 2022). A more detailed costing table is provided in Attachment B.

ANALYSIS: The most recent Memorandum of Understanding ("MOU") between the City and the Association covered the period of July 1, 2017 through June 30, 2017 ("SGPOA MOU 2017-21"). The SGPOA MOU 2017-21 was subsequently modified by amendment, side letter and/or tentative agreements. In compliance with the Myers-Millas-Brown Act ("MMBA") codified at Government Code Section 3500, et seq., the parties commenced negotiations on a successor MOU on November 4, 2021, and thereafter exchanged proposals related thereto. The City Council was kept apprised of the negotiations and provided direction to Staff during legally noticed Closed Sessions. The parties were able to come to a tentative agreement on deal points for a four-year MOU (July 1, 2021 through June 30, 2025). The Association represents that it has ratified the Tentative Agreement and the signatures of the labor representatives thereon reflect a joint recommendation from the negotiation teams of both the City and the Association to the City Council.

The MMBA requires the local legislative body to vote to accept or reject a tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. If approved and adopted, the

parties shall then jointly prepare a written memorandum of understanding for approval by the City Council (Gov't Code section 3505.1). Accordingly, if the Tentative Agreement is approved by City Council, then City Staff and the Association will continue to meet and confer to create a comprehensive MOU that is consistent with the prior labor agreements between the parties and this Tentative Agreement being presented for approval and adoption, which MOU will be brought to the City Council at a future date for adoption and approval. The approval of the attached Tentative Agreement authorizes the immediate implementation of the various negotiated deal point terms and conditions of employment of the Association represented employees as specifically provided therein.

ATTACHMENTS: A. Proposed Resolution (including Exhibit A – Tentative Agreement)
 B. MRG Cost Analysis of SGPOA MOU Tentative Agreement

RESOLUTION NO. _____

**CITY OF SOUTH GATE
LOS ANGELES COUNTY, CALIFORNIA**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH GATE, CALIFORNIA, APPROVING A TENTATIVE AGREEMENT FOR A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SOUTH GATE AND THE SOUTH GATE POLICE OFFICERS' ASSOCIATION FOR THE OF PERIOD JULY 1, 2021 THROUGH JUNE 30, 2025

WHEREAS, in 2021, the South Gate City Council approved a successor Memorandum of Understanding ("MOU") with the South Gate Police Officers' Association ("POA") for the period covering July 1, 2017 through June 30, 2021, along with various Amendment(s) and Side Letters covering the period of July 1, 2017 to the present; and

WHEREAS, representatives of the City of South Gate and POA have met and conferred in good faith on various terms and conditions for a Tentative Agreement ("TA") for a successor MOU which will cover the time period of July 1, 2021 through June 30, 2025; and

WHEREAS, the City Council is required under Government Code section 3505.1 to approve a Tentative Agreement prior to the parties jointly preparing a written memorandum of understanding based upon such TA; and

WHEREAS, a successor POA MOU 2021-25 will be brought back to the City Council at a future date for approval consistent with the deal points of the TA.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH GATE, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The City Council approves the Tentative Agreement between the City of South Gate and the POA attached hereto as "Exhibit A."

SECTION 2. The City Council requests that the parties jointly prepare a written memorandum of understanding consistent with the Tentative Agreement to be brought to City Council for formal approval and adoption.

SECTION 3. The City Clerk shall attest to and certify the passage and adoption of this Resolution and the TA, which shall be effective upon such adoption.

PASSED, APPROVED and ADOPTED this 26th day of July 2022.

CITY OF SOUTH GATE:

By: _____
Al Rios, Mayor

ATTEST:

By: _____
Yodit Glaze, City Clerk
(SEAL)

APPROVED AS TO FORM:


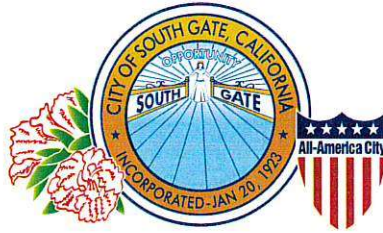
By:  _____
Raul F. Salinas, City Attorney

EXHIBIT A



TENTATIVE AGREEMENT FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING

Per California Government Code Section 3505.1

Between

The City of South Gate and

The South Gate Police Officers' Association (SGPOA)

The most recent Memorandum of Understanding ("MOU") between the City and the South Gate Police Officers' Association ("Association"), adopted by Resolution No. 2021-24-CC, expired on June 30, 2021 ("SGPOA MOU 2017-21"). The parties commenced negotiations on a successor MOU on November 4, 2021 and thereafter exchanged proposals related thereto. The parties reached a Tentative Agreement for a successor MOU the deal points of which are set forth below and affirmed by the execution of this Tentative Agreement by the parties' labor representatives. This Tentative Agreement was ratified by the members of the Association on July 14, 2022. This Tentative Agreement shall not become effective until accepted, approved, and adopted by the South Gate City Council per California Government Code Section 3505.1, which provides:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding."

Any items within the SGPOA MOU 2017-21, the subsequent Amendments or Tentative Agreements or Side Letters or any other current labor agreements not addressed herein are proposed to remain unchanged until such time as the successor MOU is ratified by the Association and approved and adopted by City Council; however, any contractual language that has a specific end date will be deemed of no further force and effect.

TENTATIVE AGREEMENT

ARTICLE I, SECTION 1. PREAMBLE

The following changes are made to the existing MOU provision:

This Agreement document is a good faith effort by the Association and City to consolidate decades of individual MOUs and side agreements into this one comprehensive document. It is possible that provisions of the MOUs and/or side agreements or related resolutions may have been inadvertently omitted in the comprehensive MOU. Therefore, each party to this MOU reserves its rights to bring to the other party's attention a provision in a prior MOU or ~~and~~ still valid MOU and/or side agreement or resolution that is not included in this MOU. In such case, the parties agree to convene meetings to address the issue and to engage in good faith attempts to reach agreement as to the validity and/or content of any such omitted evidence of terms and

conditions of employment. No representation is made that such agreement(s) shall be arrived at.

Additionally, in preparing this MOU, it is not the intent of the parties to invalidate terms and conditions of employment that are not set forth in this MOU, but which are referenced in a still valid ~~prior MOU~~ or side agreement or past practice as this term is defined by statutory and case law.

ARTICLE I, SECTION 3. TERM

The following changes are made to the existing MOU provision:

This Agreement shall be effective from July 1, ~~2017~~ 2021 through June 30, ~~2021~~ 2025 (4 years) and shall supersede the ~~Amended and Restated Tentative Agreement for a Successor MOU that was approved on December 12, 2017 and the Side Letter Agreement between the City and the Association entered into on February 25, 2020~~ SGPOA MOU 2017-21 and any Side Letters entered into during or after the adoption of the SGPOA MOU 2017-21, which are intended to be incorporated in this Agreement if to be continued. 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 Association. The terms of this Agreement shall only apply to those employees still on payroll at the time that it is adopted by City Council, with the exception of retiree benefits.

ARTICLE I, SECTION 7. PROBATION

The following changes are made to the existing MOU provision:

Probationary periods for police officers are outlined in Sections 5.7.4, 5.8.4 and 5.9.7 of the City's Rules & Regulations for the Administration of Civil Service Procedures, Resolution No. 6377, adopted on June 24, 1997, as amended by Resolution No. 6871, adopted on February 24, 2003, and Resolution No. 7038, adopted on January 11, 2005. Notwithstanding, all POA represented employees shall be subject to an eighteen (18) month initial-hire probation period, with the exception of lateral hires from another police agency who are required to serve a twelve (12) month initial-hire probation. Promotional probation shall be twelve (12) months.

ARTICLE I, SECTION 10. DEFINITIONS

The following changes are made to the existing MOU provision:

- A. **REGULAR RATE OF PAY.** The unadjusted base salary rate as defined in 8(b) below, plus all remuneration paid to the employee, as is required by the FLSA. For purposes of ~~paid~~ sick leave and vacation leave cash-outs only, the Regular Rate of Pay shall exclude the ten percent (10%) Longevity Pay increase (increase from 7% to 17%) a Police Officer receives upon reaching the beginning of their ~~his/her~~ 27th year.

ARTICLE I, SECTION 11. ASSOCIATION ACCESS TO NEW EMPLOYEE ORIENTATIONS AND INFORMATION

The following changes are made to the existing MOU provision:

~~Pursuant to AB 119, effective following the date that City Council approved the tentative agreement for this MOU, i.e. November 26, 2017, t~~The City agrees to provide no less than 10 calendar days' notice to the Association in advance of any new employee orientation(s) and provide the Association access to the orientation(s). Orientation refers to any onboarding process, whether in person, online or through other means. In accordance with Government Code Section 3557, access shall be determined by mutual agreement between the City and the Association. Access could be effectuated by representational attendance or correspondence, although the parties' preference is generally correspondence over representational attendance. The Association shall advise the City reasonably in advance of any orientation as to the type of access requested.

The City agrees, ~~pursuant to AB 119,~~ to provide the Association with the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with the City, and home address of any newly hired employee within thirty (30) days of the date of hire. The City also agrees to provide the Association with a list of the foregoing information for all bargaining unit employees at least once every 120 days at the Association's written request.

ARTICLE II, SECTION 2. WAGES

The existing MOU provision shall be replaced in its entirety with the following:

- A. For Fiscal Year 2021-22, there shall be no cost-of-living adjustment ("COLA") or change in salary ranges.
- B. Effective the payroll period commencing July 30, 2022 (paid August 18, 2022), the salary range and base salary for the represented Unit classifications and employees still on payroll shall be increased by seven and nine/tenths percent (7.9%). See Appendix A1.
- C. Employees still on payroll as of August 18, 2022 and who worked during any part of the period March 18, 2020 to January 1, 2022 shall receive an Essential Worker Stipend of \$8250.00 in their August 18, 2022 regular paycheck as an itemized line on their pay stub.
- D. Effective the first full payroll period in July 2023 the base salary for the classifications for the represented Unit classifications shall be increased by four percent (4%). See Appendix A2.
- E. Effective the second full payroll period in July 2023, employees still on payroll and who worked during any part of the period March 18, 2020 to January 1, 2022 shall receive an Essential Worker Stipend of \$4000.00 in their regular paycheck as an itemized line on their pay stub.
- F. Effective the first full payroll period in July 2024 the base salary for the classifications for the represented Unit classifications shall be increased by four percent (4%). See Appendix A3.

- G. Effective the second full payroll period in July 2024, employees still on payroll and who worked during any part of the period March 18, 2020 to January 1, 2022 shall receive an Essential Worker Stipend of \$2000.00 in their regular paycheck as an itemized line on their pay stub.

ARTICLE II, SECTION 3. LONGEVITY PAY

The following changes are made to the existing MOU provision effective going forward only, and not retroactive, with the payroll period starting July 30, 2022:

| | |
|----------------------------------|---|
| Beginning 7 th Year: | 2% \$1,968 annually, \$75.69 per payroll period |
| Beginning 13 th Year: | 4% \$3,948 annually, \$151.85 per payroll period |
| Beginning 26 th Year: | 7% |
| Beginning 27 th Year: | 17% |

ARTICLE II, SECTION 4. BILINGUAL PREMIUM PAY

The following changes are made to the existing MOU provision effective going forward only, and not retroactive, with the payroll period starting July 30, 2022:

Bilingual Pay shall be increased from \$125 to \$190 per month.

ARTICLE II, SECTION 5. OTHER PAY

The following additional language in bold is added to the existing MOU provision:

- A. POST Certification Pay **and/or Education Pay.**

...

Effective the first full payroll period in July 2023, Police Officers who have obtained an Associates degree or earned passing grades of C or higher in 60 units in any field by an educational institution accredited by an agency recognized by the California State Department of Education, the U.S. Department of Education, or the Council for Higher Education Accreditation ("Accredited Educational Institution"), shall receive \$175 per month as educational pay, which is in addition to any qualifying POST Certification Pay.

Effective the first full payroll period in July 2023, Police Officers who have obtained a Bachelors degree or earned passing grades of C or higher in 120 units in any field by an educational institution accredited by an agency recognized by the California State Department of Education, the U.S. Department of Education, or the Council for Higher Education Accreditation ("Accredited Educational Institution"), shall receive \$275 per month as educational pay, which is in addition to any qualifying POST Certification Pay but not cumulative with any AA/AS/60-unit pay.

The following changes are made to the existing MOU provision:

D. **COMPENSATORY TIME OFF [Updated 2021/22]**

In lieu of receiving overtime pay, employees may designate earned overtime hours as compensatory time off. Compensatory time off shall be accrued at time and one-half (1 1/2) the number of overtime hours worked. Employees may accrue Compensatory Time to a maximum of four hundred eighty (480) ~~five hundred (500)~~ hours. Compensatory time off may be used in accordance with Police Department regulations and may be converted to cash payment at the discretion of the employee. After receipt of the appropriate completed and signed forms, Finance shall process Compensatory time cash payments during the next scheduled pay period to be included in the Police Officer's regular paycheck. [14/15]

ARTICLE II, SECTION 6. UNIFORM ALLOWANCE

Language shall be added to the existing MOU provision that lump sum payment of uniform allowance shall not be made July 1, 2022 and going forward, and instead, the City shall pay and report the Uniform Allowance in compliance with CalPERS rules (Circular Letter: 200-050-19) whereby the aggregate amount for each pay period is reported within the earned period report (meaning paid out equally across all pay periods in a fiscal year).

ARTICLE III, SECTION 1B. DENTAL INSURANCE

Language shall be added to the existing MOU provision that City and Association shall form a combined POA/PMA/City dental benefit committee within sixty (60) days to meet and confer over the possible change to Delta Dental PPO at next City open enrollment.

ARTICLE III, SECTION 2. LIFE INSURANCE

The following changes are made to the existing MOU provision:

Effective going forward from the first full pay period after City Council approval of a tentative agreement for a successor MOU, the City shall provide \$5,000 of Term Life Insurance and \$100,000 Accidental Death and Dismemberment Insurance for all employees represented by the Association until age 65. ~~Coverage reduces after age 65 for active employees.~~

ARTICLE III, SECTION 3. RETIREMENT

The following language shall be added to the existing MOU provision:

Effective the first full pay period in July 2023, all "Classic" represented unit members as defined by CalPERS shall pay an additional 1% (total 10%) towards the member's CalPERS contribution pursuant to California Government Code 20516(a).

Effective the first full pay period in July 2024, all "Classic" represented unit members as defined by CalPERS shall pay an additional 1% (for a total of 11%) towards the member's CalPERS contribution. In addition, all "new" or "PEPRA" unit members, as defined by CalPERS, shall pay 1% towards the employer CalPERS contribution as cost sharing to be implemented by a CalPERS contract amendment pursuant to California Government Code section 20516(a).

ARTICLE IV, SECTION 1. HOLIDAYS

Veteran's Day (November 11th) shall be added to the existing MOU provision as a listed City Holiday for Association represented employees and employees shall receive an additional 10 hours of holiday pay for that new holiday bringing their total to 130 hours of Holiday Leave per year.

The following further changes are made to the existing MOU provision:

City Holiday Leave is not intended to ~~may not~~ be carried over from one fiscal year to a succeeding fiscal year, except for employees who, at the end of the fiscal year, are out on paid Administrative Leave or an Industrial Injury Leave (Workers' Comp). In those situations, the employee can carry over the unused Holiday Leave hours for a period of up to 60 calendar days after they return to work. Otherwise, any Holiday Leave remaining from the previous fiscal year shall reduce the amount granted for the ensuing fiscal year in an equal amount.

ARTICLE IV, SECTION 2B. VACATION LEAVE CASH OUT

The following changes are made to the existing MOU provision:

Police Officers may request to cash out accrued, unused vacation leave at the employee's Regular Rate of Pay, not to exceed ~~80~~ **100** hours in any fiscal year. ~~After receipt of the appropriate completed and signed forms, Finance shall process vacation leave cash out payments during the next scheduled pay period to be included in the Police Officer's regular paycheck.~~ ~~[14/15]~~ **Beginning in 2022 for vacation leave to be cashed-out in CY 2023, City shall supply an irrevocable cash out request form to be submitted no later than December 15th for the cash out for the following calendar year. Employees may cash out up to between 0%-50% of their annual accrual in July and the balance in December but only to the extent the employee has accrued, unused vacation leave sufficient to cover the leave cash out request. If the employee's vacation leave balance is less than the amount previously designated, the employee's cash-out will be limited to the amount accrued, unused vacation leave at the time of the designated cash out, but must meet the designated cash out by year end. Employees who fail to submit a vacation leave cash out request by December 15th will be precluded from cashing out vacation leave in subsequent calendar year.**

ARTICLE IV, SECTION 3. SICK LEAVE

The following changes are made to the existing MOU provision:

C. SICK LEAVE CONVERSION [05/08]

The City shall permit Police Officers who are ~~47 years of age or older in the final 3 years of an eligible employee's employment before attaining the Normal Retirement Age as defined by IRS regulations~~ and have 20 or more years with the City to convert accrued unused sick leave prior to retirement for the purpose of maximizing the employee's "Catch Up" contributions to Deferred Compensation, as permitted by applicable provisions of the Internal Revenue Code.

The Conversion of accrued unused sick leave hereunder shall be at the employee's Regular Rate of Pay per Article I, Section 8(a). [Side Letter 9/25/07.] This sick leave conversion to deferred compensation is limited to a maximum of 1200 hundred hours for both conversion to deferred compensation and for cash out upon separation. Any remaining sick leave hours balance above the combined 1200 hour cap can still be converted to retirement credit to the extent the City maintains that CalPERS contract benefit. Effective with the pay period commencing July 30, 2022, new hires shall not be entitled to convert sick leave to deferred compensation or cash out. Recruits in the Academy are not deemed employees for this purpose. Any represented employee that dies prior to retirement shall have their sick leave paid to their beneficiary if the

employee has 20 or more years of service at the time of death or if the death was work related.

D. SICK LEAVE CASH OUT UPON SEPARATION [05/08]

Police Officers hired prior to July 1, 1993 shall be permitted to cash out an unlimited number of accrued unused sick leave hours.

Police Officers hired on or after July 1, 1993 shall be permitted to cash out a lifetime maximum of twelve hundred (1200) ~~eight hundred (800)~~ accrued unused sick leave hours. Cash out of accrued unused sick leave hours shall be at the employee's Regular Rate of Pay, per Article I, Section 8(a). [Side Letter 9/25/07.]

This sick leave cash out upon separation is limited to a maximum of 1200 hundred hours for both cash out upon separation and conversion to deferred compensation. Any remaining sick leave hours balance above the combined 1200 hour cap can still be converted to retirement credit to the extent the City maintains that CalPERS contract benefit. Effective with the pay period commencing July 30, 2022, new hires shall not be entitled to convert sick leave to deferred compensation or cash out. Recruits in the Academy are not deemed employees for this purpose.

~~A Police Officer who separates from the City and who is eligible to be paid for accrued unused sick leave may elect, at the Police Officer's option, to defer such payment as follows:~~

- ~~1. At date of separation: receive payment for 25% of the sum to which the employee is entitled.~~
- ~~2. 1 year after date of separation: receive payment for another 25% of the sum to which the employee is entitled.~~
- ~~3. 2 years after date of separation: receive payment for 25% of the sum to which the employee is entitled.~~
- ~~4. 3 years after date of separation: receive payment for 25% of the sum to which the employee is entitled.~~

~~In reference to the four-year payment plan option, in the event of a hardship or death of the ex-employee, the remaining balance of the payoff shall be paid in full upon request with proper justification. (The application of this plan is subject to Federal and State restrictions.)~~

ARTICLE V, GRIEVANCE PROCEDURES

The parties agree to retain the services of an Administrative Law Judge (ALJ) through the Office of Administrative Hearings (OAH) to conduct Step 4 Grievance review and provide a written decision in place of the City's Civil Service Commission, with all other aspects of the grievance hearing remaining the same. The City and the Association shall share the costs of using the ALJ and OAH equally, with each side paying their share as and when required by the neutral, third-party or the OAH. If either party wishes to have a court reporter document the proceedings, then that party shall bear the cost of such court reporter. In the event that both parties wish to have a court reporter document the proceedings, then the parties shall split the cost of such court reporter. Absent alternative agreement between the parties, each party shall bear the costs of any transcript(s), if requested.

ARTICLE VI, DISCIPLINARY PROCEDURES

The parties agree to retain the services of an Administrative Law Judge (ALJ) through the Office of Administrative Hearings (OAH) to conduct the disciplinary action appeal and provide a written decision in place of the City's Civil Service Commission, with all other aspects of the disciplinary hearing remaining the same. The City shall bear the costs of contracting with OAH and using the ALJ. City shall also bear the cost of any court reporter, transcripts or similar recording. No employee shall ever be required to pay any cost of a disciplinary appeal except for their own representation and/or legal counsel.

City of South Gate

Chris Jeffers, City Manager

Kristopher Ryan, Director of Administrative Svcs.

Nellie Cobos, Deputy Dir. of Admin. Svcs./HR&RM

Colin Tanner, Labor Counsel

South Gate Police Officers' Association

Derek O'Malley, President

Brian Padilla, Vice-President

Tony Mendez, POA Board

Robert Wexler, Labor Counsel

**MOU APPENDIX A
RANGES, STEPS, AND JOB TITLES
Pay Plan Category I – Police Officers’ Association**

Salary tables with effective dates attached as follows:

Appendix A1 – effective pay period starting July 30, 2022

Appendix A2 – effective July 1, 2023

Appendix A2 – effective July 1, 2024

SALARY PAY TABLE & PREMIIUM PAYS
PAY PLAN CATEGORY C - SOUTH GATE POLICE OFFICERS ASSOCIATION
EFFECTIVE 07-30-2022
7.9% INCREASE

| RANGE 28 | | Sub-Step (99) | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) |
|-----------------------|-----------------|---------------|---------------|---------------|---------------|---------------|----------------|
| POLICE OFFICER | Annually | 81,067 | 85,121 | 89,377 | 93,846 | 98,538 | 103,465 |
| | Monthly | 6,756 | 7,093 | 7,448 | 7,820 | 8,211 | 8,622 |
| | Bi-Weekly | 3,118 | 3,274 | 3,438 | 3,609 | 3,790 | 3,979 |
| | Hourly | 38.97 | 40.92 | 42.97 | 45.12 | 47.37 | 49.74 |

SALARY PAY TABLE & PREMIUM PAYS
PAY PLAN CATEGORY C - SOUTH GATE POLICE OFFICERS ASSOCIATION
EFFECTIVE 07-01-2023
4.0% INCREASE

| RANGE 28 | | Sub-Step (99) | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) |
|-----------------------|-----------------|---------------|---------------|---------------|---------------|----------------|----------------|
| POLICE OFFICER | Annually | 84,310 | 88,525 | 92,951 | 97,599 | 102,479 | 107,603 |
| | Monthly | 7,026 | 7,377 | 7,746 | 8,133 | 8,540 | 8,967 |
| | Bi-Weekly | 3,243 | 3,405 | 3,575 | 3,754 | 3,941 | 4,139 |
| | Hourly | 40.53 | 42.56 | 44.69 | 46.92 | 49.27 | 51.73 |

SALARY PAY TABLE & PREMIUM PAYS
PAY PLAN CATEGORY C - SOUTH GATE POLICE OFFICERS ASSOCIATION
EFFECTIVE 07-01-2024
4.0% INCREASE

| RANGE 28 | | Sub-Step (99) | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) |
|-----------------------|-----------------|---------------|---------------|---------------|----------------|----------------|----------------|
| POLICE OFFICER | Annually | 87,682 | 92,066 | 96,669 | 101,503 | 106,578 | 111,907 |
| | Monthly | 7,307 | 7,672 | 8,056 | 8,459 | 8,882 | 9,326 |
| | Bi-Weekly | 3,372 | 3,541 | 3,718 | 3,904 | 4,099 | 4,304 |
| | Hourly | 42.15 | 44.26 | 46.48 | 48.80 | 51.24 | 53.80 |

[illegible]