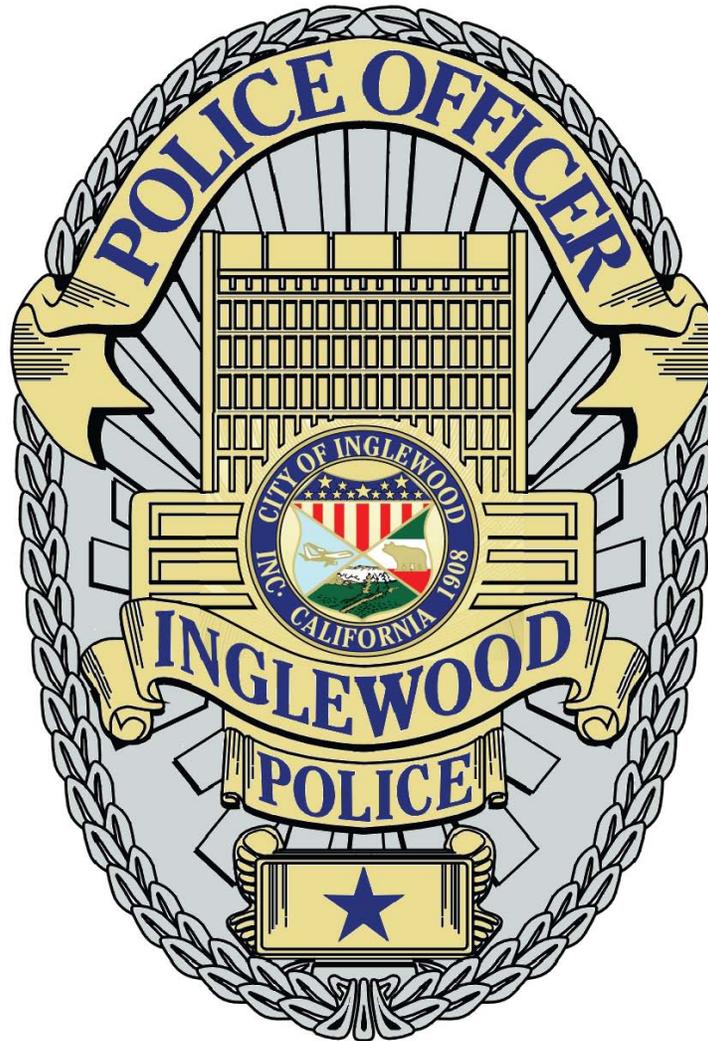


**CITY OF INGLEWOOD  
Human Resources Department**



**MEMORANDUM OF UNDERSTANDING  
FOR  
INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)  
JANUARY 1, 2014 through JUNE 30, 2017  
THREE-AND-A-HALF YEAR (42-MONTH) AGREEMENT**

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**ARTICLE ONE—EMPLOYEE – EMPLOYER RIGHTS**

**SECTION I - PARTIES TO MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (hereinafter referred to as "MOU" or "Agreement", interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as "City") and the Inglewood Police Officers Association (IPOA), (hereinafter referred to as "IPOA") pursuant to Government Code Section 3500 as Amended, et seq.

**SECTION II – EMPLOYER - EMPLOYEE RELATIONS RESOLUTION**

The Rules and Regulations governing the City's Employer-Employee Relations program pursuant to Government Code Section 3500, as Amended, et seq., is set forth in the City's Employer-Employee Relations Resolution # 7177.

**SECTION III - RECOGNITION CLAUSE**

**A. Recognize IPOA**

The City recognizes the Inglewood Police Officers Association (IPOA), as the recognized representative organization listed in the Bi-Weekly Pay Plan for the classification and rank of Police Officer.

**B. Recognition Rights**

The recognition rights of the representative organization designated herein shall not be subject to challenge until during a thirty (30) calendar day period running between one hundred and eighty (180) to one hundred and fifty (150) calendar days before expiration of this MOU and subject to any final court orders.

**SECTION IV - EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES**

**A. Newly Hired Employees**

The City agrees to provide IPOA with a list, on a monthly basis, of the names and addresses of all newly hired fulltime employees holding the Police Officer classification and positions recognized to be represented by IPOA.

**B. Dues and Benefit Deductions Programs**

1. The City shall deduct dues on a regular basis from the pay of all classifications and positions recognized to be represented by IPOA or who voluntarily authorize such deductions, in writing, on a form to be provided for this purpose which is mutually agreed to by the IPOA and the City.
2. The City shall remit such funds to the Union within thirty (30) days following the deductions.

**C. Indemnification**

The IPOA agrees to hold the City harmless and indemnify the City against any claims, causes of action, or law suits arising out of the deductions or transmittal of such funds to IPOA.

**D. Equality of Representation**

## 1. Non-Interference by City

- a. The City will not interfere with, or discriminate in any way against, any employees by reason of their membership or activity required by the employer-employee agreement.
- b. The City will neither encourage nor discourage membership in the respective recognized employee association.

## 2. Association Representative Responsibilities

The recognized representative employee association assumes its responsibility as designated representative to represent all employees without discrimination, interference, restraint, or coercion.

## 3. Non-Discrimination Provision

- a. The provisions of existing and future agreements shall be applied equally to all member employees without discrimination as to age, sex, marital status, religion, race, color, creed, national origin, or political or union affiliation.
- b. IPOA and the City shall share equally the responsibility of applying these provisions.
- c. Whenever the masculine gender is used in this MOU, it shall be understood to include the feminine gender.

**E. Time Off for Meeting and Conferring**

1. The City recognizes that due to the unique nature of the services performed by peace officers, it is of benefit to both the City and IPOA that the City permit IPOA employer-employee relations committee to be granted leave from duty with full pay during scheduled working hours to participate in such meet and confer sessions as requested by the City.
2. When an employee participates in meet and confer session(s) during non-scheduled work hours, the employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s).
3.
  - a. Full pay, as used above, shall mean the employee's current base salary, benefits, and any assigned bonus.
  - b. Full pay shall not include any overtime or compensatory time when meet and confer session(s) are held at times which would if worked, constitute time worked for which employees would receive overtime and/or compensatory time off.
4. The IPOA shall provide the Police Chief and the Human Resources Director with a written list of individuals who will serve as the IPOA employer-employee relations team for the purpose of the meeting and conferring process.
5.
  - a. Such list shall be provided at least two (2) calendar weeks prior to the date set for meeting and conferring.

- b. Such requirement shall be waived by the City should the City request meet and confer session(s) at a time when it would be impractical for the IPOA to meet such requirements.

**F. Time Off for Grievance Processing**

1. a. One of two (2) representatives designated by the IPOA shall be entitled to receive time off upon approval of the Police Chief for the purpose of processing and/or adjusting a grievance for the employees covered by this agreement.
  - b. The Police Chief shall not unreasonably withhold approval of time off without cause.
  - c. The IPOA representative, as a fulltime sworn non-management peace officer of the Police Department, shall conduct his/her Association activities in such a manner as to minimize his time away from regular police department duties.
  - d. The IPOA shall be permitted to name an alternative representative to carry out duties of its designated IPOA representative in his absence.
2. Upon execution of this Memorandum of Understanding the IPOA shall notify the Police Chief and the Human Resources Director of the name or names of individuals who are initially authorized by the IPOA to adjust and/or process grievances.
3. If there is any change in persons designated to process and/or adjust grievances the IPOA shall immediately notify the Police Chief and the Human Resources Director in writing of such changes.
4. In the performance of his/her duties, the IPOA representative who processes and/or adjusts grievances shall not unduly interfere with the work of other members of the Police Department or the normal operations of the Police Department, but shall carry out his/her duties so as to minimize other employees' lost work time as a result of the processing or adjusting of grievances by the IPOA representative.
5. Before entering a job site to present or adjust a grievance, the Officer must notify and receive permission to enter from the supervisor in charge of the area or job site that he/she wishes to enter.
6. The Officer shall work with the supervisor of the area to minimize other employees' loss of time or disruption to the work of other employees.
7. a. The IPOA representative must notify his/her management supervisor before leaving his/her job site to process and/or adjust grievances.
  - b. IPOA representative will notify his/her immediate management supervisor upon his/her return to his/her job site so that the time spent on such Association business can be documented and submitted to the Police Chief.
  - c. Documentation shall be limited to name of IPOA representative, date and time spent, and general division of department in which grievant is assigned.
  - d. Permission to leave the job site and approval of time off shall not, considering all circumstances such as emergencies, be arbitrarily withheld by the representative's immediate management supervisor or the Police Chief.

**G. Time Off for Association Board Meetings**

1. The City shall grant IPOA board members time off not to exceed a total of five hundred (500) hours collectively for all members of the board each fiscal year.
2. The president of the Association may take up to twenty-five (25) working days off during any fiscal year for Association business and the Association shall reimburse the City for salary paid to the president for these days off.
3. The twenty-five (25) days shall not count in computing the five hundred (500) hours set forth above.

**H. Office Space**

1. The City shall provide office space for the IPOA.
2. The location and size of such office space shall continue to be designated by the City and may be changed by the City upon consultation and proper notification to IPOA.

**I. Meeting Facilities**

1. The IPOA may use City community conference rooms and similar building facilities for meeting with employees in the unit it represents on the same basis as other members of the community and other employee organizations within the City.
2. Use of the City meeting facilities shall require reasonable advance notice to the appropriate City official and shall be subject to availability of the facility.
3. The IPOA shall pay any costs attendant to use of said facility on the same basis as other organizations using said facility.

**J. Bulletin Boards and Mail**

1. The IPOA shall have the use of bulletin boards and e-mail wherever Police Department work sites exist, including a locked, glass-covered board, for the following purposes only:
  - a. Notices of meetings
  - b. Notices of elections and announcements of results
  - c. Notices of social events
2. Any other matters to be placed upon a bulletin board or sent through e-mail must have prior approval from the Police Chief or his/her designee. The IPOA shall be given a key to the glass covered board.
3. The IPOA shall have the right to use the departmental inter-office mail for communications of any nature (which would not otherwise be prohibited by law) from the Union to the members. The IPOA may transmit reasonable amounts of written materials through the City's departmental inter-office mail system.

**SECTION V - MANAGEMENT RIGHTS AND RESPONSIBILITIES****A. Management Rights**

In order to ensure that the City shall continue to carry out its safety and protection services functions and responsibilities to the public as imposed by law, and to maintain efficient and responsive police and safety provisions for the citizens of the City of Inglewood, the City continues to reserve and retain solely and exclusively all rights including but not limited to:

1. Determine Police Department policy, including the right to manage the affairs of the Police Department in all respects.
2. Evaluate, direct, supervise, hire, promote, suspend, discipline, discharge, demote, transfer, assign, and retain members of the Police Department.
3. Relieve members of the Police Department from duties because of lack of work or funds, or under conditions where continued work would be ineffective or non-productive, in accordance with Civil Service Rules and Regulations.
4. Determine standards and level of services to be rendered, operations to be performed, utilization of technology and equipment, means and methods of operation, and overall budgetary matters, including but not limited to the right to contract or sub-contract any work, services, or operations of the Police Department.
5. Determine the appropriate job classifications, organizational structure, and personnel by which Police Department operations are conducted.
6. Determine the size and composition of the Police Department, assign members of the Police Department, and establish work schedules and assignments.
7. Determine the issues of public policy, and control the overall mission of the Police Department.
8. Maintain and improve the efficiency and effectiveness of the Police Department.
9. Take any necessary actions to carry out the mission of the Police Department in situations of emergency.
10. Establish performance standards for members of the Police Department, including but not limited to quality and quantity standards.
11. Take whatever other actions may be necessary to carry out the wishes of the City and public, and for police protection not otherwise specified above.
12. Establish and promulgate rules, regulations, policies, and procedures relating to productivity, efficiency, conduct, and safety; as well as the rules, regulations, policies, and procedures designed to comply with applicable judicial decisions and legislative enactments and to require compliance therewith.

**B. Impact of Management Rights**

Where required by law the City agrees prior to implementation to meet and confer with IPOA over the impact of the exercise of a management right upon the wages, hours, and other terms and conditions

of employment of its members unless the impact/consequences of the exercise of a management right upon IPOA members are provided for in the Memorandum of Understanding, Civil Service Rules and Regulations, or departmental rules and regulations.

## **SECTION VI - NO STRIKE PROVISION**

### **A. Prohibited Conduct**

1. IPOA, its officers, agents, representatives, and/or members agree that during the term of this Memorandum of Understanding they will not call, engage in, or condone any strike, walkout, work stoppage, job action, slowdown, sickout, blue flu, withholding of services, or other interferences with City operations; or honor any job action by any other employee of the City, or any other employers, by withholding or refusing to perform services.
2. Any employee who participates in any conduct prohibited in Paragraph 1 above shall be subject to termination by the City regardless of whether IPOA carries out in good faith its responsibilities set forth below.
3. In addition to any judicial remedies available to the City against the IPOA and its officers, agents, representatives, and/or members, or disciplinary action against IPOA members, agents, and representatives employed by the City, the City may suspend any and all of the rights and privileges accorded IPOA under any ordinance, resolution, or rules and regulations of the City or any memorandum of understanding with the City, including but not limited to the suspension of recognition of such employee organization and the use of the City bulletin boards and facilities.

### **B. Association Responsibility**

1. In the event that IPOA, its officers, agents, representatives, and/or members engage in any of the conduct prohibited in Paragraph A.1 above, IPOA shall immediately instruct, in writing, any persons engaging in such conduct that their conduct is in violation of this Memorandum of Understanding and is unlawful and that they must immediately cease engaging in conduct prohibited in Paragraph A1 above; and order their members to return to work.
2. If the IPOA carries out its responsibilities under this Section in good faith, the City shall not bring suit against the IPOA for damages resulting from its engaging in prohibited conduct set forth in Subsection A.1 above.

**ARTICLE TWO—GRIEVANCE PROCEDURE****SECTION I - GRIEVANCE PROCEDURE FOR POLICE EMPLOYEES****A. Sole and Exclusive Grievance Procedure**

This Grievance Procedure shall be the sole and exclusive procedure for resolving grievances.

**B. Definition of Grievance**

Fulltime probationary or permanent status employees may file a personal grievance on those grounds as defined as follows:

1. Improper application of City or departmental rules and regulations directly affecting an employee's work schedule, fringe benefits, holidays, vacation, sick leave, performance rating, retirement, change in classification or salary.
2. Unfair treatment including coercion, restraint, or reprisal.
3. Promotion procedures implemented unfairly.
4. Classification of position.
5. Non-selection for training opportunities.
6. Discrimination because of age, sex, race, marital status, religion, color, creed, national origin, or political or union affiliation.
7. Discharge, demotion or suspension without pay.
8. Punitive disciplinary reductions in pay.

**C. Probationary Employees**

Probationary employees not previously holding permanent status in a lower police classification may file grievance(s) under all the grievable grounds defined herein under Subsection B above, but shall not be entitled to file and/or process grievances involving discharges, demotions, or suspensions without pay.

**D. Time Limits for Filing Grievance(s)**

1. Time limits for filing written formal grievances herewith shall be strictly construed, but may be extended by mutual agreement evidenced in writing and signed by a duly authorized representative of the City and the grieving party.
2. Failure of the grieving party to comply with any of the time limits set forth hereunder shall constitute a waiver and bar to further processing of the grievance.

**E. Representation in Presentation of Grievance**

The grieving party may request the assistance of another person of his/her own choosing preparing and presenting the grievance at any level of review, or may be represented by his/her recognized employee organization, or may represent himself.

**F. Effect of Election of Grievance Procedure for Resolution of Individual Grievance**

Where grieving party has elected to utilize the grievance procedures set forth herein, the grieving party shall be foreclosed from utilizing any other procedures, such as the Civil Service Board of Review, within the City for resolution of a complaint based upon the same facts as the grievance.

**G. Calendar Days and Working Days Defines as Same**

For the purpose of this grievance procedure the terms calendar days and working days shall be defined as being the same since the Police Department operates on a twenty-four (24) hours, seven (7) days per week basis.

**SECTION II - GRIEVANCE PROCEDURE STEPS****A. Step One - Informal Process**

1. An employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision. In order that this informal procedure may be responsive, all parties involved shall expedite this process.
2. In no case may more than twenty-one (21) calendar days on all grievance matters elapse from the date of the alleged incident and the filing of a written formal grievance with the Human Resources Director with a copy to the Police Chief, or the grievance shall be barred and waived.

**B. Step Two - Formal Process - Management Supervisor**

1. If the grievance is not resolved through the informal process and a written grievance is filed within the time limit set forth above, the grievant shall discuss the grievance with his/her immediate supervisor.
2. The immediate management supervisor shall render a decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.
3. If the grievance involves discipline that has already been sustained by the Police Chief through the SKELLY process, the employee may proceed directly to Step Five – Arbitration as set forth in this agreement, by filing an appeal within the seven working days' time period set forth in Step Five in this Section II.

**C. Step Three - Formal Process - Commander**

1. If the grievance is not resolved in Step Two, or if no answer has been received from his/her immediate management supervisor within seven (7) working days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to his/her Commander.

2. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
3. The Commander shall render his/her decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.

**D. Step Four - Formal Process – Police Chief**

1. If the grievance is not resolved in Step Three, or if no answer has been received from his/her Commander within seven (7) working days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to the Police Chief. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
2. The Police Chief shall render his/her decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.

**E. Step Five - Arbitration**

1. Scope of Arbitration

If the grievance is not resolved in Step Four, or if no answer has been received within the time limits established in Step Four, the grievant must within seven (7) working days present the grievance in writing to the Human Resources Director for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.

a. Final Arbitration

The scope of final arbitration of disciplinary grievances shall be limited to demotions, punitive disciplinary reductions in pay, or suspensions without pay of more than thirty (30) hours or more straight time pay, not to exceed thirty (30) days (240 hours).

b. Advisory Arbitration

The scope of advisory arbitration shall be limited to disciplinary grievances of suspensions without pay of thirty (30) hours or less and discharges.

c. All other grievances shall bypass Step Five of the grievance procedures and advance to Step Six (City Manager [Administrative Officer]).

d. An eligible grievant, as set forth in this Step Five, who chooses arbitration shall be deemed to have made a choice between the Civil Service Board of Review and Arbitration, and therefore may not seek two (2) hearings on the same grievance.

2. Selection of an Arbitrator

The Human Resources Director will process the grievance by invoking the arbitration process with an impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) working days unless external constraints prohibit compliance, whereupon the earliest date available shall apply.

a. An Arbitrator shall be selected from a list of nine (9) Arbitrators from the State Mediation and Conciliation Services within two (2) working days after receipt of said list by both parties.

- b. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one name remains, which person shall become arbitrator.
- c. The party to have the first opportunity to strike a name from the list of nine (9) arbitrators shall be determined by lot.
- d. The priority of striking names shall alternate from one (1) party to the other each time arbitration is invoked by the same parties.
- e. The appointment of an arbitrator shall be on a case-by-case basis.

3. Arbitrator Guidelines

- a. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding.
- b. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party.
- c. The arbitrator shall be bound by the express terms and conditions of the Memorandum of Understanding as well as the Civil Service Rules and departmental rules and regulations in determining the validity of the disciplinary matter submitted to arbitration and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules and Regulations or departmental rules, regulations, or procedures.
- d. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not question or entertain any grievance in which employees have not adhered to such time limits.
- e. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings.
- f. The parties recognize that due to the essential nature of the services performed by the Police Department, scheduling of time for sworn Police Officers to testify at arbitration shall be in such a manner so that normal operations are not disrupted.
- g. The grievant must submit at least five (5) working days prior to the scheduled arbitration hearing date a list of officers and estimated time that their testimonies will take, as well as the date of the hearing, to the Human Resources Director, with a copy to the Police Chief, so that arrangements can be made for the Police Officer(s) to be released from duties to participate as a witness(s) in the hearing without causing interference with the normal operations and efficiency of the Police Department.

4. Arbitrator Decisions

- a. All decisions of the arbitrator shall be final, except: (1) decisions involving suspensions without pay of thirty (30) hours of straight time pay or less, which shall be advisory only and submitted to the City Manager (Administrative Officer) or designee as set forth in Section II, Paragraph F of this Article and (2) discharge cases, which may be overturned by the City.

- b. The findings of fact and the decision of the arbitrator shall be final except for discharge cases that may be overturned by the City Council by majority vote by or before sixty (60) calendar days of the written decision of the arbitrator is received by the City Manager (Administrative Officer) and the decision shall be transmitted to the involved parties and the City Manager (Administrative Officer).

**F. Step Six - City Manager (Administrative Officer)**

1. Disciplinary Grievance

If the grievance is an appeal of a disciplinary action of less than thirty (30) hours that had gone through advisory arbitration the City Manager (Administrative Officer) shall review the entire matter within ten (10) calendar days after receipt of arbitrator's recommendations and render his decision. The decision of the City Manager (Administrative Officer) shall be final and binding on the City and IPOA.

2. Non-arbitrated Grievance

If the grievance is submitted to the City Manager (Administrative Officer) for review and settlement, the City Administrative Officer or designee, in non-arbitrable cases, may elect the methods he considers appropriate for the study of the issues and shall render a written decision to the parties within fifteen calendar days.

**G. All Proposed Disciplinary Actions – Skelly Process Required**

All unit employees who have been served with proposed disciplinary actions must participate in the *Skelly* Process with the Police Chief or designee.

**H. Cost of Arbitrator**

The arbitrator's fees and any mutually agreed upon expenses shall be borne one-half (½) by the City and one-half (½) by the grieving employee.

**SECTION III – ARBITRATION TERMINATION CLAUSE**

The City Council may terminate the Arbitration provision changes as set forth in Article Two: Grievance Procedure, Section II – Grievance Procedure Steps E. through H., after June 30, 2017.

**ARTICLE THREE—SALARIES AND COMPENSATION**

**SECTION I - SALARIES**

**A. Salary Adjustment Criteria**

1. Internal classification relationships
2. Total compensation analysis (direct monetary costs)
3. Labor market conditions
4. Financial condition of the City
5. Cost of living analysis

**B. Salary Ranges**

1. As of January 1, 2014, the following table summarizes the current salary ranges for IPOA represented classifications:

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	283.5	\$ 4,738.52	303.5	\$ 5,781.89
516	Police Investigator	291.5	\$ 5,131.14	311.5	\$ 6,260.96

2. Salary step increases shall be given at the beginning of the payroll period in which the employee's step increase anniversary date falls.

**C. Salary Increases with Corresponding Pre-Tax CalPERS Contributions**

1. Effective on or about July 18, 2014, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to five percent (5%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	287.5	\$ 4,930.92	307.5	\$ 6,016.66
516	Police Investigator	295.5	\$ 5,339.48	315.5	\$ 6,515.18

2. Effective on or about July 18, 2015, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by five and one-half (5½) range points (e.g., eleven [11] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to one percent (1%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	293.0	\$ 5,208.18	313.0	\$ 6,354.97
516	Police Investigator	301.0	\$ 5,639.71	321.0	\$ 6,881.52

3. Effective on or about July 18, 2016, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay one percent (1%) of the CalPERS employee rate, which represents the full (e.g., 100%) employee CalPERS contribution of nine percent (9%), and three (3) points of the employer’s CalPERS rate, bringing the total employee CalPERS payment by unit employees to twelve percent (12%), and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision shall eliminate any Employer Paid Member Contribution (EPMC) premiums paid by the City.

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	297.0	\$ 5,419.65	317.0	\$ 6,613.01
516	Police Investigator	305.0	\$ 5,868.71	325.0	\$ 7,160.94

**SECTION II - COMPENSATION**

**A. Assignment Guidelines – Police Investigator**

1. A Police Officer can move to Police Investigator by assignment to investigation duty.
2. Those Police Officers assigned to police investigation shall be granted increases on a step-to-step basis without changing their original anniversary date.
3. All assignments to Police Investigator are pursuant to Article Six, Section V Assignment Guidelines and may be revoked at any time for:
  - a. Unsatisfactory performance
  - b. Budgetary restrictions
  - c. Operational necessity
  - d. Change of assignment
4. A Police Officer assigned to Police Investigator who serves less than three (3) years in the assignment, shall receive one (1) month of the investigator assignment pay for each month of service in excess of the first six (6) months of service.
5. A Police Officer assigned to Police Investigator who serves more than three (3) years in the assignment, shall receive one (1) month of the assignment pay for each month of service in excess of the first six (6) months of service, with a maximum of thirty-six (36) months of additional pay.

**B. Bilingual Interpretation**

An employee who is qualified and assigned the responsibility for bilingual interpretation, and whose use of this language is of significant benefit to the operations of the department as determined by the Police Chief, shall receive assignment pay according to the following rules:

1. To be eligible for this bilingual Interpretation assignment, an employee must successfully pass a language proficiency test which is job related to the duties and responsibilities of a Police Officer.
2. The test need not be written, but may test verbal skills in communication with non-English speaking persons.
3. The City shall pay each eligible designated employee fifty dollars (\$50) per pay period for the duration of the bilingual Interpretation assignment.
4. The parties agree that to the extent permitted by law, the compensation for Bilingual Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4) Bilingual Premium.

**C. Education POST Incentive Pay<sup>1</sup>**

1. Eligibility for POST education incentive plan is established as of the date the employee's certificate was validated by POST.
2. POST incentive pay will not be computed in establishing salary steps upon promotion or assignment to higher positions.
3. Intermediate POST Certificate incentive pay shall be an additional seven-and-one-half (7½) range points (e.g., fifteen [15] half-point increments on the salary range scale located in Appendix One).
4. Advanced POST Certificate incentive pay shall be an additional twelve-and-one-half (12½) range points (e.g., twenty-five [25] half-point increments on the salary range scale located in Appendix One).
5. Employees receiving the Advanced POST Certificate incentive pay shall not receive the Intermediate POST Certificate incentive pay.
6. In computing the pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are simply summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.
7. POST eligibility standards for the purpose of this POST education incentive plan shall be those approved by the State POST Commission.

**D. Holiday In-Lieu Pay**

1. a. Unit employees shall receive one hundred thirty (130) hours of holiday pay in lieu of holiday time off and no compensatory time off will be given when a City recognized holiday is worked.  
b. Holiday In-Lieu Pay is equal to the employee's base hourly rate plus longevity as set forth in the Salary Ordinance times Longevity Pay times one hundred thirty (130) hours.

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<sup>1</sup> Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent that this is special compensation and thus pensionable for employees and to comport with CalPERS guidelines. This clarification and use of Appendix One is made retroactive to January 1, 2010.

- c. Upon written approval of the Police Chief, a Police Officer may be permitted to take off a holiday recognized by the City in lieu of receiving holiday pay.
  - d. Holiday requests will be granted on the basis of seniority as set forth in Article Six.
  - e. Payment of holiday-in-lieu shall be made at the end of the first pay period in December of each year.
  - f. Holiday in lieu pay year starts with Christmas Eve of each calendar year and ends with the day after Thanksgiving.
  - g. The parties agree that to the extent permitted by law, the compensation for Holiday In-Lieu is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4).
2. Holidays recognized by the City for holiday pay are as follows:
- a. New Year's Day
  - b. Martin Luther King Jr. Birthday (third Monday in January)
  - c. Washington Birthday (third Monday in February)
  - d. Good Friday
  - e. Memorial Day (last Monday in May)
  - f. Independence Day
  - g. Labor Day (first Monday in September)
  - h. Veteran's Day
  - i. Thanksgiving Day
  - j. Day following Thanksgiving Day
  - k. Christmas Eve Day
  - l. Christmas Day
  - m. New Year's Eve Day

**E. Longevity Pay Plan (See Appendix One for More Information)**

Effective 10/6/2007, Police Officers shall be eligible for the following longevity pay plan above their salary rate as follows:

- 1. Upon completion of five (5) years of fulltime service with the City – three (3) range points (e.g., six [6] half-point increments).
- 2. Upon completion of ten (10) years of fulltime service with the City – six (6) range points (e.g., twelve [12] half-point increments).
- 3. Upon completion of fifteen (15) years of fulltime service with the City – nine (9) range points (e.g., eighteen [18] half-point increments).
- 4. Upon completion of twenty (20) years of fulltime service with the City – twelve (12) range points (e.g., twenty-four [24] half-point increments).
- 5. Upon completion of twenty five (25) years of fulltime service with the City – fifteen (15) range points (e.g., thirty [30] half-point increments).

6. In computing the pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are simply summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.

#### **F. Shoot Program**

1. For the shotgun course, primary emphasis shall be placed on the Officer's level of competence and familiarity in handling and discharging the weapon with secondary emphasis on the placement of birdshot within the target silhouette. (No minimum score required).
2. Officers shall be required to demonstrate their proficiency three (3) times per year with the handgun and once per year with the shotgun.
3. Officers will be provided, in addition to Item 2., above, optional semi-annual proficiency shoots.
4. The City will supply shoot ammunition during the required and optional shoots.
5. Officers shall receive one (1) hour of their straight hourly pay when qualifying with a handgun and two (2) hours of their straight hourly pay when qualifying with a shotgun during the required three (3) periods of time set forth in Item 2., above.
6. Officers may be exempted from qualification upon approval of the appropriate division commander only for reasons due to injury, physical defect, or when on vacation for a period of thirty (30) or more days which includes the mandatory qualification period.

#### **G. Supervisory Differential**

1. All employees in the bi-weekly pay plan serving in a higher job classification and who are required to supervise employees of a lower job classification shall, for the purpose of this provision, be referred to as "supervisors."
2. A Police Officer who is temporarily assigned to perform duties of a supervisor shall be paid ten dollars (\$10) per shift commencing with the third consecutive shift, and will be paid quarterly.
3. The parties agree that to the extent permitted by law, the compensation for Supervisory Differential is special compensation reported as such pursuant to Title 2 CCR, Section 571(a)(4).

#### **H. Field Training Officer Duty and Selection/Recertification Process**

1. Police Officers regularly assigned by Police Management to Field Training Officer duties shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment per pay period above their base salary rate for the duration of the assignment as determined by the Police Chief.
2. The duties of the Field Training Officer include but are not limited to the following:
  - a. Serve as a trainer for new Police Officers
  - b. Lead worker overseeing Field activities
  - c. Conducting inspections
  - d. Handle patrol briefings
  - e. Other duties assigned to them by Police Management

3. The total number of officers assigned as a Training Officer shall be determined and selected by the Police Chief.
4. Field Training Officer Selection/Recertification Process

The selection and recertification process for the Field Training Officer shall be as follows:

a. Résumé

All applicants will submit a personal résumé, accompanied by a (preferably) one-page statement stating why the applicant feels that he/she is qualified for the assignment.

b. Oral Interview

The oral board will be comprised of four members. Two (2) of the members will be selected by the Police Chief. The other two (2) members of the oral board will be selected by the Police Chief from a list of four (4) names submitted by the IPOA Board of Directors within ten (10) days of a request by the Chief or his/her designee.

c. Seniority Points

- 1) In addition to the scoring of the oral board, each candidate will be given .02 points for each month of current, consecutive service with the Inglewood Police Department (.24 points per year).
- 2) A partial month of service of fifteen (15) days or more will be credited as one (1) month. Seniority points will be given for each month or partial month up to the application closing date.

d. Tied Scores

- 1) In the event of a tie for an assignment listed above, seniority based on the most recent departmental hiring date of each candidate will be used.
- 2) If a tie still exists, the lowest serial number will prevail.

e. Field Training Officer Selection and Recertification Process

- 1) The Police Chief will compile a final list of candidates.
- 2) The Police Chief at his/her discretion will fill vacancies from the final Field Training Officer eligibility list.
- 3) The eligibility list will be valid for a period of eighteen (18) months.

**I. Senior Lead Officers (SLO) Assignment**

Police Officers regularly assigned as SLOs shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per pay period above their base salary rate for the duration of the assignment as determined by the Police Chief.

**J. Uniform Allowance**

1. All Police Officers in their initial year of employment shall receive up to one thousand, fifty dollars (\$1,050) per year uniform reimbursement and thereafter, one thousand, fifty dollars (\$1,050) for each year of the term of the MOU.
2. Uniform allowance shall be prorated monthly, but shall be paid once annually in the last pay period of each fiscal year.
3. Any unit employee not completing one (1) year of service with the City shall reimburse the City for uniform expenses incurred by the City prior to the employee termination date.
4. The City will provide required safety equipment and uniform accessories consisting of patches, service chevrons, and emblems of rank.
5. The City will provide jump suits to officers on an as-needed basis at the determination of the Police Chief.
6. The City will provide maternity attire for officers if the Police Chief determines that uniformed attire is required.
7. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5).

**K. Motorcycle Duty**

1. Police Officers assigned to motorcycle duty shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay above their base salary rate for the duration of the assignment.
2. This differential shall not be computed in establishing salary steps upon promotion or assignment to higher positions.

**L. Range Master Duty**

1. Effective April 9, 2001, police officers assigned to Range Master duty shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay above their base salary rate per period for the duration of the assignment.
2. This assignment shall not be computed in establishing salary steps upon promotion or assignment to higher positions.

**M. Canine Duty**

1. Effective April 9, 2001, police officers assigned to canine duty will receive additional compensation as set forth below. This amount recognizes that the time spent in the off duty care (including feeding and grooming), maintenance and training of his/her assigned dog and the cleaning of his/her assigned vehicle shall be considered hours worked payable at the employee's regular rate of pay.
2. The unit employee shall be compensated for off-duty canine activities on an overtime basis at one and one-half (1½) times that rate. It is understood that unit employees normally spend ten (10) hours per month performing such work off-duty.

3. The additional compensation paid to applicable unit employees for the ten (10) hours per month will be as follows:
  - a. 6.66 hours of compensatory time per month;
  - b. 3.33 hours of pay above their base salary rate will be added to the assignment pay for the K-9 assignment, such that the total assignment pay will equal eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per pay period above their base salary rate for the duration of the assignment.
4.
  - a. A unit employee who is required to perform extraordinary off-duty canine care, such as a veterinary emergency or other rare occurrence that causes a substantial increase in the normal off-duty hours worked for that month, shall submit a written request to the Police Chief or the Chief's assigned designee for additional compensation for the hours spent performing such work.
  - b. Any additional compensation shall be compensated at one and one-half (1½) times the regular rate of pay.

#### **N. Lateral Hire Incentive Program**

1. All officers / supervisors hired after August 1, 2007, that have served as a police officer in another law enforcement agency or agencies and successfully completed probation in that agency or agencies, and upon successfully completing probation in the City of Inglewood, shall receive:
  - a. Service credit for their years of active employment as police officer on a full-year basis for up to ten (10) years. These ten (10) years of service in another agency or agencies will be considered for calculating longevity pay, vacation accrual, and sick leave accrual for lateral transfers, field training officers, and all employment promotions.
  - b.
    - 1) In addition, upon successful completion of probation, the employee shall receive a lump sum credit of sick leave and vacation hours equal to what he/she would have accrued in a twelve (12) month period based on the years of total service credit calculated according to the current leave accrual schedules.
    - 2) For example, an employee with five (5) full years of total service credit, four (4) years with his/her prior agency and one (1) year with Inglewood would receive ninety six (96) hours of sick leave and one hundred twenty eight (128) hours of vacation, in addition to one (1) longevity pay step, upon successful completion of probation.
    - 3) Additionally, upon successful completion of probation, lateral hires shall receive a one (1) time credit of forty (40) hours of compensatory time.
2. Limitations: The seniority provision of the Lateral Hire Incentive Program shall not apply to Article Six, Section VI – Seniority Privileges:
  - a. Vacations
  - b. Shift Assignments and Days Off
  - c. Holiday Requests

**SECTION IV - RETIREMENT PROVISIONS****A. Retirement System**

The City shall provide the following retirement coverage through the California Public Employees Retirement System (CalPERS).

**B. Contributions**

## 1. Employer

The City shall continue to pay its statutory contribution rate, which is established by CalPERS and may vary.

## 2. Employee

The City shall pay nine percent (9%) of the employee's CalPERS contribution to CalPERS on account of benefits payable under that retirement system to each employee. On or about July 18, 2014, this provision shall be modified per Article Three, Section I C. Salary Increases with Corresponding CalPERS Contributions.

**C. Additional Retirement Benefits**

In addition to mandatory retirement benefits, the City provides the following benefits:

1. One-year highest compensation as specified in Government Code, Section 20042;
2. Military service credit as specified in Government Code, Section 21024;
3. Post-retirement survivor allowance as specified in Government Code, Section 21624-21626;
4. One-time five (5) range point increase (e.g., ten [10] half-points) for employees retired prior to January 1971 as specified in Government Code, Section 21222.1.
5. Effective January 1984, or as soon thereafter as possible, 1959 survivor benefits, as specified in Government Code Section 21572.
6. Effective August 18, 2001, the City shall report the value of Employer Paid Member Contributions as additional compensation as provided in Government Code, Section 20636. On or about July 18, 2014, this provision shall be modified per Article Three, Section I Salary, C. Salary Increases with Corresponding Pre-Tax CalPERS Contributions.
7. Effective January 1, 2002, the City shall provide the 3% @ 50 formula in accordance with Government Code, Section 21362.2.
8. All unit employees hired on or after January 7, 2011, and before January 1, 2013, shall be provided the 3% @ 55 formula in accordance with Government Code, Section 21363.1.

**D. PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA)**

1. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

2. PEPRA – New Hires January 1, 2013

a. Effective January 1, 2013, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2013, or new hires with a break in CalPERS service of more than six (6) months unless they return back to the City of Inglewood will receive:

- 1) 2.7% @ 57 CalPERS retirement benefit formula in accordance with Government Code Section 7522.25.
- 2) Thirty-six (36) consecutive months for the final highest compensation formula in accordance with Government Code Section 20037.
- 3) No Employer Paid Member Contributions (EPMC)

b. Effective January 1, 2014, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2014, or new hires with a break in CalPERS service of more than six (6) months unless they return back to the City of Inglewood will:

- 1) Pay fifty percent (50%) of the “normal” CalPERS benefit costs

**ARTICLE FOUR—FRINGE BENEFITS****SECTION I - BENEFITS ADMINISTRATION PROVISION****A. Administration**

The City reserves the right to select, change, administer, or fund any fringe benefits programs involving insurance that now exist or may exist in the future during the term of this Memorandum of Understanding.

**B. Selection and Funding**

In the administration of fringe benefits programs involving insurance, the City shall have the right to select any insurance carrier or other method providing coverage to fund the benefits provided in Section II during the term of this Memorandum of Understanding.

**C. Changes**

1. The City shall meet and confer with the IPOA prior to any changes of insurance carrier or method of funding coverage for any fringe benefits provided in Section II during the term of this Memorandum of Understanding.
2. Changes to the health plan structure will not be made unless agreed to by the parties.

**SECTION II - BENEFITS****A. Medical**

1. The City shall make available to active unit employees and eligible retirees medical benefits available under the City's medical program.
2. The following will be the medical benefits for employees hired prior to January 7, 2011:
  - a. After a new unit employee has paid the total of his/her first month's premium, the City shall pay the monthly medical premium as set forth as follows:
    - 1) Effective January 1, 2008, the City will contribute up to a maximum of the cost of the monthly premium for the 80/60 PPO family plan offered by the City for employees hired fulltime before August 1, 2007, and up to a maximum of the cost of the most costly monthly premium for any of the family HMO plans offered by the City for employees hired fulltime on or after August 1, 2007.
    - 2) Employees electing coverage in a group benefit plan with a monthly premium cost higher than the limits set forth above shall be responsible for paying the difference through payroll deduction.

- a. An active full time employee who elects not to obtain coverage for him or herself shall be required to complete necessary written certification that he/she has medical coverage under another medical plan, and shall identify such coverage.
- b. Enrollment shall occur as provided in program requirements.

**B. Medical Premiums – New Employees Hired on or After January 7, 2011**

1. All unit employees shall pay five percent (5%) of the monthly premiums and the City shall pay ninety-five percent (95%) of the total monthly medical insurance premiums for eligible unit employee based on their enrollment eligibility up to the Kaiser medical plan family rate (based on number of dependents enrolled, if any) which was in effect on December 31, 2010.
2. Unit employee who chose to participate in another City medical plan will pay all the difference in the monthly premium costs which are higher than the Kaiser medical plan.

**C. Medical Insurance Waiver / Elimination of Medical Incentive Program**

1. Effective January 1, 2004, the City shall provide active unit employees who choose not to receive medical plan benefits with a Medical Insurance Waiver payment of \$50.76 per pay period for twenty four (24) pay periods per calendar year.
2. Effective October 1, 2011, the Medical Incentive Program shall be eliminated for all unit employees except the two (2) unit employees on record (Serial Number 992053, ID Number 787, and Serial Number 933039, ID Number 640) who were still participating in the Medical Incentive Program as of October 1, 2011, who shall continue to receive the same medical incentive payment payable in equal installments each calendar year as long as they remain in their same classification as a Police Officer in the IPOA unit.

**D. Dental**

1. Plan

The City shall, for the term of this MOU, provide at City's cost a dental plan for employees and their families.

2. Coverage

- a. Eighty percent (80%) for examination and cleaning once every six (6) months
- b. Eighty percent (80%) for x-rays, one full mouth series annually
- c. Fifty percent (50%) for prosthetic work
- d. Fifty dollar (\$50) annual deductible for covered charges other than exam, cleaning, and x-rays
- e. The City shall provide a dental plan that includes orthodontics; no deductible, one hundred percent (100%) up to two thousand dollars (\$2,000) per eligible dependent.

**E. Optical**

The City shall, for the term of this MOU, provide at City's cost a vision care plan covering the unit employee and qualified dependents.

**F. Definition of Dependent Child**

The definition of dependent child for dental and vision coverage shall be the same as the definition used for the PERS health plan coverage.

**G. Term Life Insurance**

1. The City shall, for the term of this MOU, pay premiums for a term life policy equal to the employees' annual salary rounded to the nearest five hundred dollars (\$500).
2. In the case of accidental death, the benefit will equal two (2) times the amount provided above.

**H. Life Insurance - Retired Employees**

1. Retiring employees may elect to convert group life coverage to individual coverage.
2. Necessity arrangements must be made with the City and the insurance company BEFORE the effective retirement date.
3. Cost of life insurance continuance upon retirement will be borne by the employee.

**I. Accidental Death Benefit**

The City shall provide to the family of an employee who dies as a result of an accident on the job a one-time benefit of twenty-five hundred dollars (\$2,500) per child under twenty-one (21) years of age if the deceased employee was responsible for the support of the child.

**J. Medical Plan - Retired Employees**

1. For employees who have terminated from City employment prior to January 1, 2008, shall receive the following retired employee medical plan benefits.
  - a. Effective February 23, 1999, the City agrees to pay on behalf of unit employees who terminate City employment through a PERS retirement on or after February 23, 1999, and who then have served at least fifteen (15) consecutive years as fulltime City employees, one-half (½) of the required monthly premium for employee-only coverage under the City's then approved medical insurance plan as then in effect in which the qualifying retiring employee has been enrolled prior to retirement; provided such employee duly selected to continue said insurance coverage past service retirement, and provided the said insurance carrier accepts the retiring employee for coverage.
  - b. Effective August 30, 1999, the City agrees that unit employees with twenty (20) years of City service, who terminate City employment through a PERS retirement with accumulated unused sick leave, compensatory time, and/or vacation leave of seven hundred fifty (750) hours or more may, in lieu of utilizing such seven hundred fifty (750) hours for benefits as provided in this MOU, utilize such seven hundred fifty (750) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under one of the City plans as described in Section II, above, for the lifetime of the retiring employee.

- 1) In accordance with PERS policy, retiring employees who elect any of the options available may add or substitute dependents after retirement at the retiring employee's expense.
  - 2) Any accumulated unused vacation, compensatory time, and/or sick leave hours not so utilized shall be paid to the retiring employee as provided in this MOU.
- c. Effective May 24, 2001, the City agrees that employees described in this Section II, may utilize twelve hundred (1,200) hours of accumulated sick leave, compensatory time, and/or vacation leave to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under one of the City's plans for the lifetime of the retiring employee. If the employee predeceases the one qualified dependent, the City shall pay fifty percent (50%) of the premium due for that one dependent for the lifetime of that dependent.
2. For employees who have retired from City employment between January 1, 2008, and March 31, 2014, they shall receive the following retired employee medical plan benefits:
    - a. Employees possessing fifteen (15) consecutive years of fulltime service at the time of retirement.
      - 1) These fulltime unit employees shall receive a contribution for medical benefits of up to fifty percent (50%) of the required monthly premium for Employee-Only coverage under the City's 80/60 PPO medical plan, or any HMO plan in effect in which the employee is enrolled at the time of the employee's termination and/or retirement.
      - 2) These employees enrolled in the City's 90/80 PPO medical plan at the time of termination and/or retirement who elect to remain in the plan during retirement, the City shall contribute an amount equal to fifty percent (50%) of the required monthly premium for the City's 80/60 PPO medical plan.
      - 3) These employees shall pay the difference, if any, between the cost of the City's 90/80 PPO plan, and the cost of the City's 80/60 PPO plan monthly premium.
    - b. Employees possessing twenty (20) consecutive years of fulltime service at the time of retirement.
      - 1) These employees terminating City service through a PERS retirement with accumulated unused sick leave, compensatory time, and/or vacation leave of seven hundred and fifty (750) hours, may in lieu of utilizing such seven hundred fifty (750) hours for benefits as provided in this MOU, utilize such seven hundred fifty (750) hours to have the City pay up to a maximum cost of the 80/60 PPO medical premium in effect at the time of the employees retirement for the retiring Employee plus one medical plan for the life of the employee only.
      - 2) Employees may utilize twelve hundred (1,200) hours of accumulated sick leave, compensatory time, and/or vacation leave to have the City pay up to the maximum cost of the medical premium for the Employee Plus One qualified dependent of the City's 80/60 PPO plan in effect at the time of the employee's retirement, for the life of the employee. If the employee predeceases the qualified dependent, the City shall pay fifty percent (50%) of the premium for the qualified dependent for the life of the dependent.

**K. Previous Retired Employee Health Benefit Plan – Eliminated**

Due to the overwhelming unfunded liability of the City's current Retired Employee Health Benefit Plan, which was available for eligible fulltime unit employees prior to April 1, 2014, shall be eliminated effective April 1, 2014, for all current and future eligible fulltime unit employees who retire from the City and shall be replaced by the following new modified Retired Employee Health Benefit Plan as set forth below.

**L. Alternative Retiree Medical Plan – Effective April 1, 2014**

In exchange for the elimination of the previous Retired Employee Health Benefit Plan, effective April 1, 2014, a new modified Retired Employee Health Benefit Plan for all eligible fulltime unit employees who retire from the City on or after April 1, 2014, is provided as follows:

1. Employee Retiree Health Savings (RHS) Plan: An employee RHS Plan shall be created for all fulltime unit employees in Tiers 2, 3, and 4, as well as new unit employees hired on or after April 1, 2014.
2. All unit employees who on or before March 1, 2014, are: 1) eligible for a normal, non-industrial CalPERS safety-based, service-related retirement and 2) have more than twenty (20) years of fulltime service to the City of Inglewood, shall continue to be eligible for the existing retiree medical benefit (e.g., employee plus one in exchange for the applicable number of sick/vacation hours) as set forth in the 2010-2013 MOU except that at age 65, the employee shall enroll into a Medicare Advantage Plan (if the 'plus one' is a spouse, then the spouse shall enroll into a Medicare Advantage Plan when he/she turns age 65, and if the 'plus one' is a dependent, non-spouse, then he/she shall cease to be eligible for coverage by the City upon reaching his/her 26<sup>th</sup> birthday)—this is referred to as a *grandfathering* clause.
3. All unit employees who on or before March 1, 2014, are: 1) eligible for a normal, non-industrial CalPERS safety-based, service-related retirement and 2) have less than twenty (20) years but at least fifteen (15) years of fulltime service to the City of Inglewood, shall continue to be eligible for fifty percent (50%) of the retiree medical benefit that currently exists upon retirement (e.g., employee plus one in exchange for the applicable number of sick/vacation hours) as set forth in the 2010-2013 MOU except that at age 65, the employee shall enroll into a Medicare Advantage Plan (if the 'plus one' is a spouse, then the spouse shall enroll into a Medicare Advantage Plan when he/she turns age 65, and if the 'plus one' is a dependent, non-spouse, then he/she shall cease to be eligible for coverage by the City upon reaching his/her 26<sup>th</sup> birthday)—this is referred to as a *grandfathering* clause.
4. It is understood that the City shall reimburse the grandfathered eligible employees for their monthly Medicare Advantage Plan as long as they remain in said Medicare Advantage Plan. If the grandfathered employees' dependent spouse is not eligible for Medicare, the City shall continue to pay his/her pre-Medicare medical plan premium. If the grandfathered employees' dependent is a non-spouse, then the City shall continue to pay the medical plan premium of the dependent non-spouse until he/she reaches his/her 26<sup>th</sup> birthday.
5. Any grandfathered employee covered by this section shall have the right to "opt-out" of their respective retiree medical benefit as described above and accept the terms and conditions stipulated below in Tier 1 below (Item 5 a) provided they do so within thirty (30) days of MOU adoption.

6. All other unit employees not covered in items 2 or 3 above qualify for the alternative benefits described below:
  - a. Tier 1 Unit Employees include 1) unit employees within five (5) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and a minimum of fifteen (15) years of fulltime service as of the adoption of this MOU, or 2) employees within seven (7) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and a minimum of twenty (20) years of fulltime service as of the adoption of this MOU.

- 1) Sick-Leave-to-RHS Conversion Bank:

- i. All unit employees shall be permitted to convert up to five hundred (500) hours of accrued sick leave hours at one hundred (100%) of the employee's base hourly rate of pay as of the implementation of the Salary Ordinance to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
- ii. One-third ( $\frac{1}{3}$ ) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015 and August 1, 2016, respectively to account for the successive salary increases. Following the final one-third ( $\frac{1}{3}$ ) being deposited to the employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS Conversion-Bank" will have no balance and cease to exist.
- iii. If the unit employee does not have five hundred (500) sick leave hours at the time of the creation of the Sick-Leave-to RHS Conversion Bank, the City shall use available vacation hours to equal a total of five hundred (500) hours (or the total number of hours of vacation available if the combined sum of sick and vacation hours is less than five hundred [500]) for the conversion to the RHS plan.
- iv. The following examples serve to clarify the method by which sick/vacation leave shall be converted:
  - v. If a unit employee has five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the Sick-Leave-to RHS Conversion Bank shall be fully populated, then one hundred sixty seven (167) hours will get converted at that time, one hundred sixty seven (167) hours will get converted twelve (12) months later, and then one hundred sixty seven (166) hours will get converted another twelve (12) months after that.
  - vi. If a unit employee has less than five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the balance will be made up using vacation leave (with sick leave used first until exhausted). As such, if a unit employee has three hundred (300) hours of sick leave at the time of RHS implementation, then two hundred (200) hours of vacation leave will also be used to fully populate the Sick-Leave-to-RHS Conversion Bank. The breakdown in this example would be as follows: one hundred sixty seven (167) hours of sick leave will get converted at the time of RHS implementation, one hundred thirty three (133) hours of sick leave PLUS thirty four (34) hours of vacation will get converted twelve (12) months later, and then one hundred sixty seven (166) hours of vacation will get converted another twelve (12) months after that. At no time will unearned or yet-to-be earned sick leave

be used. The intent of the parties is to use the 'snapshot' of the unit employee's sick leave and vacation leave balances at the time of RHS implementation.

- 2) Sick Leave Hardship Transfer Clause: Should a unit employee exhaust their leave banks and need to use the leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank or vacation leave bank as applicable for purposes of time off; such a request by the employee shall be granted. The unit employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
- 3) Termination Prior to Complete Conversion: Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
- 4) Monthly allotment/stipend for medical premiums: All unit employees in Tier 1 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend of nine hundred dollars (\$900) per month payable beginning the first month after retirement from the City. The allotment/stipend is not paid to the employee, but rather it shall be paid directly to the City's medical benefit provider. The employee shall be responsible for any difference in the medical premium.
  - i. Eligible unit employees will have the option to make an irrevocable "Conversion" election at their retirement whereby the employee can elect to have forty percent (40%) of the value of this allotment/stipend as a one-time, lump sum deposited into his or her RHS Plan in lieu of the fifteen (15) year stipend-based annuity payments.
  - ii. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
  - iii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 5 a. 1) above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
  - iv. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.

- v. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.
- b. Tier 2 Unit Employees include 1) unit employees within more than five (5) years but less than ten (10) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and a minimum of fourteen (14) years of fulltime service as of the adoption of this MOU, or 2) employees with twenty (20) years of fulltime service to the City that do not qualify for Tier 1 above.

1) Sick-Leave-to-RHS Conversion Bank:

- i. All unit employees shall be permitted to convert up to five hundred (500) hours of accrued sick leave hours at seventy five (75%) of the employee's base hourly rate of pay as of the implementation of the Salary Ordinance to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
- ii. One-third ( $\frac{1}{3}$ ) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015 and August 1, 2016, respectively to account for the successive salary increases. Following the final one-third ( $\frac{1}{3}$ ) being deposited to the employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS-Conversion-Bank" will have no balance and cease to exist.
- iii. If the unit employee does not have five hundred (500) sick leave hours at the time of the creation of the Sick-Leave-to RHS Conversion Bank, the City shall use available vacation hours to equal a total of five hundred (500) hours (or the total number of hours of vacation available if the combined sum of sick and vacation hours is less than five hundred [500]) for the conversion to the RHS plan.
- iv. The following examples serve to clarify the method by which sick/vacation leave shall be converted:
- v. If a unit employee has five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the Sick-Leave-to RHS Conversion Bank shall be fully populated, then one hundred sixty seven (167) hours will get converted at that time, one hundred sixty seven (167) hours will get converted twelve (12) months later, and then one hundred sixty seven (166) hours will get converted another twelve (12) months after that.
- vi. If a unit employee has less than five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the balance will be made up using vacation leave (with sick leave used first until exhausted). As such, if a unit employee has three hundred (300) hours of sick leave at the time of RHS implementation, then two hundred (200) hours of vacation leave will also be used to fully populate the Sick-Leave-to-RHS Conversion Bank. The breakdown in this example would be as follows: one hundred sixty seven (167) hours of sick leave will get converted at the time of RHS implementation, one hundred thirty three (133) hours of sick leave PLUS thirty four (34) hours of vacation will get converted twelve (12) months later, and then one hundred sixty seven (166) hours of vacation will get converted another twelve (12) months after that. At no time will unearned or yet-to-be earned sick leave

be used. The intent of the parties is to use the 'snapshot' of the unit employee's sick leave and vacation leave balances at the time of RHS implementation.

- 2) Sick Leave Hardship Transfer Clause: Should a unit employee exhaust their leave banks and need to use the leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank or vacation leave bank as applicable for purposes of time off; such a request by the employee shall be granted. The unit employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
- 3) Termination Prior to Complete Conversion: Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
- 4) Monthly allotment/stipend for medical premiums: All unit employees in Tier 2 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend of five hundred dollars (\$500) per month payable beginning the first month after retirement from the City. The allotment/stipend is not paid to the employee, but rather shall be paid directly to the City's medical benefit provider. The employee shall be responsible for any difference in the medical premium.
  - i. Eligible unit employees will have the option to make an irrevocable "Conversion" election at their retirement whereby the employee can elect to have forty percent (40%) of the value of this allotment/stipend as a one-time, lump sum deposited into his or her RHS Plan in lieu of the fifteen (15) year stipend-based annuity payments.
  - ii. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
  - iii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 5 b. 1) above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
  - iv. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.

- v. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.
- 5) All unit employees in Tier 2 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
  - 6) For all unit employees in Tier 2, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the employee contribution defined in the preceding item. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
- c. Tier 3 unit employees with more than ten (10) years but less than twenty (20) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and 1) with a minimum of ten (10) years of fulltime service as of the adoption of this MOU, or 2) who have laterally transferred to IPD and have a minimum of fifteen (15) years of law enforcement service.
    - 1) Lump sum "seed" contribution to RHS (Spread over four [4] Years): There shall be a twenty percent (20%) lump sum contribution made to each unit employee that is part of Tier 3. The lump sum "seed" contribution shall be determined by multiplying five percent (5%) times the employee's current base hourly rate as of July 18, 2014, and each subsequent July 18<sup>th</sup> in 2015, 2016, and 2017. The "seed" money will be deposited tax-free into the employee's respective RHS Plan.
    - 2) All unit employees in Tier 3 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
    - 3) For all unit employees in Tier 3, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the employee contribution defined in the preceding item. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.

- d. Tier 4 unit employees with less than ten (10) years of service as of April 1, 2014.
- 1) Lump sum "seed" contribution to RHS (spread over four [4] Years): There shall be a five percent (5%) lump sum contribution made to each unit employee that is part of Tier 4. The lump sum "seed" contribution shall be determined by multiplying one-and-one-quarter percent (1¼%) times the employee's current base hourly rate as of July 18, 2014, and each subsequent July 18<sup>th</sup> in 2015, 2016, and 2017. The "seed" money will be deposited tax-free into the employee's respective RHS Plan.
  - 2) All unit employees in Tier 4 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
  - 3) For all unit employees in Tier 4, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the employee contribution defined in the preceding item. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
- e. Unit employees transferring/promoting to IPMA. Should a unit employee promote to a position represented by IPMA, said unit employee shall maintain the same RHS Plan benefits as set forth in the IPOA MOU unless the said benefits in the IPMA MOU applicable to the respective tier the IPOA unit employee transfers into at the time of the promotion are greater than those contained within the IPOA MOU.

#### **M. Safety Equipment**

1. Police officers shall be furnished all required safety equipment. Safety equipment includes the following:
  - a. Baton and Baton Ring
  - b. Cartridge case with speedy loaders
  - c. Firearm and Holster
  - d. Handcuffs and case
  - e. Key holder
  - f. Raincoat and boots
  - g. Sam Brown belt and keepers
  - h. Whistle
  - i. Bullet-proof vest
  - j. Seal beam rechargeable flashlight
2. Police officers who are assigned to motor duty shall be furnished safety equipment as follows:

- a. Riding Boots
  - b. Riding Breeches (2)
  - c. Leather Jacket
  - d. Helmet
  - e. Riding Gloves
  - f. Eye Protection
3. Police officers who are assigned to canine duty shall be furnished safety equipment as follows:
- a. Chain Clip Collar
  - b. Leather Work Collar
  - c. Force Collar
  - d. Six Foot Leather Lead
  - e. Leather Traffic Lead
  - f. Leather Muzzle
  - g. Training Attack Sleeve
  - h. Long Line
  - i. Tracking Harness
4. The City shall replace or repair all safety equipment required by law on an as-needed basis.
5. All safety equipment provided by the City will be returned to the City prior to the employee's departure from City service.

**N. Replacing or Repairing Property of Employees**

The City shall provide for the payment of the costs of replacing or repairing property or prostheses of an employee such as eye glasses, hearing aids, dentures, watches or articles of clothing necessarily worn or carried by the employee when any such items are lost or damaged in the line of duty without fault or neglect of employee. If the items are damaged beyond repair, the actual value of such items may be paid. The value of such items shall be determined as of the time of the loss thereof or damages thereto as set forth below.

- 1. Reimbursement of Damaged Uniforms and/or Equipment
  - a. Reimbursement Groups

For the purpose of reimbursement by the City of Inglewood, uniforms and equipment of Department personnel have been separated into two groups. Group One includes those items that have two (2) years expected serviceability; Group Two includes those items that have five (5) years expected serviceability. These groups are listed as follows:

<b>Group One</b>	<b>Group Two</b>
Shirt	Boots
Trousers	Jacket
Hat	Eyeglasses
Civilian Clothing	Dentures
Shoes	Leather Equipment
	Watch (maximum \$100)
	Hearing Aides

b. Reimbursement Schedule

Reimbursement of items damaged within time noted (from date of original purchase) shall be as follows:

<b>Group One</b>	
<b>Age In Service Life</b>	<b>Reimbursement</b>
0 to less than 12 months	75% of present list price
12 to less than 24 months	65% of present list price
24 to less than 36 months	50% of present list price
36 months and over	No reimbursement

<b>Group Two</b>	
<b>Age In Service Life</b>	<b>Reimbursement</b>
0 to less than 18 months	75% of present list price
18 to less than 36 months	65% of present list price
36 to less than 48 months	55% of present list price
48 months and over	50% of present list price

c. Average List Price

The present list price for the purpose of this agreement shall be the average list price of three police uniform dealers in Los Angeles County selected by the City. The City shall compile the average list price in January of each calendar year.

2. Minimum Reimbursement

The minimum reimbursement payable by the City of Inglewood for any item damaged in the line of duty shall be \$2.50. Any damaged item, the reimbursement of which averages out to less than that amount, shall not be payable by the City of Inglewood.

3. Request Procedure

Department employees requesting reimbursement for an item damaged in the line of duty shall complete a memo detailing the item(s) damaged by type, model or model number, date of purchase, present list price of the item(s), and a brief synopsis of how the damage occurred. This memo shall be forwarded to the employee's immediate supervisor.

4. Supervisor's Responsibility

The supervisor shall make recommendations regarding the incident and forward the report to the division commander attaching to same any related official police reports. The division commander shall forward the request to the Police Chief for submission to the Finance Director for processing and payment of claim.

**O. Library Privilege**

Employees who are non-residents of Inglewood may use the City's Library without charge.

**P. Legal Defense**

The City Attorney or his/her designee will provide an orientation session to advise police officers of the laws covering the officers' rights to legal defense in civil and criminal cases arising out of the employment activities of the police officer.

**Q. Use of Rogers Park**

Use of Rogers Park Physical Fitness Facilities. Police personnel shall be allowed to use the physical fitness facilities at Rogers Park between the hours of 11:00 p.m. and 4:30 a.m., Monday through Friday.

**R. Lounge**

1. The City will provide a furnished employee lounge in the Civil Defense Kitchen for use by members of the bargaining unit.
2. If Civil Defense requires the location, the lounge can be moved to a mutually agreed upon location within the Civic Center Complex.

**S. Parking**

1. The City will provide free parking to all officers within Parking Structure One. Said parking shall be on the lowest level of Parking Structure One and shall be subject to the continued availability of vacant parking spaces.
2. In the event the number of available vacant parking spaces is reduced as the result of leasing requirements in newly constructed office buildings, IPOA will be given thirty (30) days advance notice in order to vacate those parking spaces in Parking Structure One and shall be given substitute parking in the area of the Police Building.

**T. Long-Term Disability Plan**

1. The City agrees to contribute up to fifteen dollars (\$15) per month towards premiums payable by unit employees for an LTD plan contracted for by the IPOA.
2. The IPOA shall notify the City on a monthly basis of those employees participating in or withdrawing from the IPOA LTD plan, and the total premium payable by each employee.

## ARTICLE FIVE—LEAVES

## SECTION I – VACATION

A. Accumulation

1. Vacation leave is accumulated yearly and is computed on the basis of the employee's hire date as a full time employee, and is payable upon termination at the employee's base hourly rate (exclusive of retention incentive, deferred compensation, or any other bonus or assignment differential).
2. Vacation hours accumulated in excess of two hundred and forty (240) hours may be converted at base salary at the time of conversion for up to a maximum of forty (40) hours in any twelve (12) month period. Before an employee may again convert vacation hours, the employee must have taken a minimum of ten (10) days of vacation time.
3. If a legal City holiday occurs while an employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the employee is entitled.
4. The vacation accumulation schedule is as follows:

<b>Years of Service</b>	<b>Vacation Days Earned</b>	<b>Vacation Hours Earned</b>	<b>Vacation Hours Available For Use</b>	<b>Hourly Accrual Rate Per Pay Period</b>
1	10	80	0	3.077
2	12	96	40	3.692
3	14	112	56	4.308
4	16	128	72	4.923
5	16	128	88	4.923
6	16	128	88	4.923
7	16	128	88	4.923
8	16	128	88	4.923
9	18	144	88	5.538
10	18	144	104	5.538
11	18	144	104	5.538
12	18	144	104	5.538
13	18	144	104	5.538
14	18	144	104	5.538
15	20	160	104	6.154
16	20	160	120	6.154
17	22	176	120	6.769
18	22	176	136	6.769
19	22	176	136	6.769

**B. Scheduling of Vacations**

Scheduling of vacations will be determined on the basis of seniority as set forth in Article Six, Section V, Subsection A.

**SECTION II – SICK LEAVE ACCRUAL AND USE****A. Accrual and Use**

1. Sick leave will be earned at the rate of 3.692 hours per pay period (one day per month).
2. Sick leave will be used only in case of sickness or disability of the employee or for family sick leave. Misuse of sick leave shall be grounds for disciplinary action.
3. An employee who is incapacitated due to serious illness or injury while on vacation leave shall have such time charged against sick leave when they promptly notify their supervisor and substantiate such requests upon return to work from sick leave.
4. To receive compensation while absent on sick leave, the employee shall notify his/her immediate supervisor in the manner provided in departmental rules and regulations.
5. An employee may be required to furnish proof of sickness as required by Civil Service or departmental rules and regulations.
6. Upon return from sick leave, an employee may be required by the department head to report for examination by the City medical examiner to determine fitness for duty.
7. At retirement, death, or termination after ten (10) years of service, fifty percent (50%) of the unit employees' accumulated sick leave will be paid out.

**B. Family Sick Leave – Sick Leave Use**

1. In case of serious illness of a member of the immediate family, the employee, upon proper notice, may take up to three (3) consecutive workdays of sick leave.
2. Immediate family for the purpose of this section shall be defined as that group of individuals including the employee's father and mother, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster parents, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grand-child(ren), step-grandchild(ren), and all degree of relatives not listed but living within the household of the employee.

**C. Sick Leave Pay Off For Retired Medical Plan Premium Payments**

1. As an alternative to such pay out at retirement, employees who meet all the qualifications and conditions as set forth under Section II, A 7 above, may elect to have the City credit such pay out to an account maintained by the City for the benefit of the employee as hereinafter specified, from which account the City shall disburse amounts for medical premiums for the retired employee and his/her qualified dependents for coverage under the City's then approved medical insurance plan (subject to carrier acceptance) until such account has been exhausted;
2. It being understood and agreed that such election can only be made and effectuated once at the time of retirement, and if after having made such election, an employee chooses to discontinue so

applying the funds in such an account, any balance remaining in the account shall be paid to the employee, and the City's obligation under this subparagraph shall thereupon be fully extinguished; and it being further understood and agreed that an employee shall not be entitled to interest or any amount other than the moneys paid into the account at the time of the employee's retirement.

#### **D. Annual Cash Out of Sick Leave**

Once annually during the fiscal year, an employee shall be granted the option of cashing out accumulated sick leave at base salary according to the following schedule:

<b>% Value</b>	<b>Sick Leave Hours in Excess</b>	<b>Years of Service</b>
20% of the sick leave value	In excess of 240 sick leave hours	5 years
25% of the sick leave value	In excess of 240 sick leave hours	6 years
30% of the sick leave value	In excess of 240 sick leave hours	7 years
35% of the sick leave value	In excess of 240 sick leave hours	8 years
40% of the sick leave value	In excess of 240 sick leave hours	9 years or more

### **SECTION III – CATASTROPHIC TRANSFER OF ACCRUED LEAVE HOURS**

#### **A. Policy**

Unit employees (donors) will be permitted to transfer accumulated vacation, sick, or compensatory time only, to one (1) or more sworn employee's (recipient) sick leave, vacation, or compensatory time account subject to the following conditions:

1. The recipient or his/her spouse, children or stepchildren have sustained a life threatening or debilitating illness, injury, or condition.
2. The recipient has exhausted all accumulated leave.
3. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
4. The recipient shall continue to accrue vacation and sick time as currently prescribed in this MOU.

#### **B. Limitations**

1. The total leave credits received by the recipient shall not exceed seven hundred and fifty (750) hours. If the recipient exhausts all of the donated leave credits due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
2. The recipients of family care leave will be allowed to use all hours received, within the limits of his/her policy, notwithstanding any limits established for family medical leave set forth elsewhere in this MOU.
3. Any donated hours remaining in the recipient's accrued leave account at the time of retirement shall be subject to the provisions of the retiree health insurance conversion as set forth within this MOU.

4. A donor offering the transfer must maintain a minimum accrued sick leave balance of forty (40) hours after any transfer.
5. Any unused vacation, sick, or compensatory time, under the name of the recipient, shall be subject to cash payment at the time of retirement or separation from the Inglewood Police Department as prescribed in this MOU.
6. A form exercising this elected donation shall be completed prior to the transfer.
7. The names of all donors shall remain confidential.

#### **SECTION IV – BEREAVEMENT LEAVE**

##### **A. Policy**

1. All employees covered under this Memorandum of Understanding may have up to three (3) consecutive work days of bereavement leave with pay when a death occurs in their immediate family.
2. Immediate family shall be defined as that group of individuals including the employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster father, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grandchild(ren), step-grandchild(ren), and all degree of relatives not listed, but living within the household of the employee.
3.
  - a. Two (2) working days of sick leave can be used for travel time per occurrence within the state and upon proper notice, no more than five (5) consecutive working days may be taken as sick leave when death in immediate family occurs out of state.
  - b. Not more than five (5) working days may be used for travel in any one (1) fiscal year.
4. The City may request proof of the relationship.

#### **SECTION V – MATERNITY LEAVE**

1. Pregnant employees may work as long as they are able to perform the duties assigned to their position. The employee will be required to submit a report from her personal physician stating:
  - a. How long she may continue to perform her assigned duties without risk of injury to herself or the unborn child.
  - b. When she may return to work after the termination of her pregnancy.
2. The City will grant a six (6) months maternity leave of absence during which time the City will continue its portion of medical, health, dental, and life insurance premiums.
3. The employee has the option to use her accumulated sick leave before or after her maternity leave of absence.

**SECTION VI – PERSONAL LEAVE****A. Policy**

1. No personal leave shall be converted to cash.
2. Eligibility to accrue and/or utilize the personal leave described herein is contingent upon the unit employee being employed by the City on the date that the leave is accrued and/or utilized.
3. Utilization of this personal leave shall be subject to all use and approval rules, regulations and restrictions, which apply to use of holiday time.

**B. Personal Leave Hours**

1. Compensated time off by use of personal leave shall be in the number of hours equal to the employee's scheduled daily hours of work on the date that the personal leave is used.
2. a. Subject to the provisions described above, one (1) personal leave day shall be credited to each unit employee's account, effective January 1<sup>st</sup> of each calendar year.
  - b. In addition, in recognition of the implementation of the 3/12 work schedule for patrol (see Article Six), effective with the 2005 calendar year, unit employees who are not assigned to the 3/12 work schedule will receive one (1) additional day of personal leave (for a total of two (2) days) each calendar year.
3. The personal leave day credited shall be available for use only up to and including December 31st of each year. If not used, it shall be lost without payment of any compensation.
4. Payroll shall credit this personal leave in an account separate and distinct from "holiday leave" and the employee's payroll check shall show this separate accounting.

**SECTION VII – FAMILY AND MEDICAL CARE LEAVE POLICY****A. State and Federal Law**

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible employees as required by State and Federal law.

**B. Policy**

The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations, which are not specifically set forth below, are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA") and the regulations of the California Family Rights Act ("CFRA") (Government Code § 12945.2).

**C. Use of the Term Leave**

Unless otherwise provided by this article, "Leave" under this article shall mean leave pursuant to the FMLA and CFRA.

**D. Eligibility**

1. An employee is eligible for leave if he/she has been employed for at least twelve (12) months and has worked at least one thousand, two hundred and fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.
2. Eligible employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date an employee's leave first begins. An employee's entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.
3. If an employee requests leave for any reason permitted under the law, he/she must exhaust all accrued leaves (except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave. If an employee requests leave for his/her own serious health condition, in addition to exhausting other accrued leaves, the employee shall also concurrently exhaust sick leave.

## ARTICLE SIX—WORKING CONDITIONS

### SECTION I – ACTING APPOINTMENT COMPENSATION

#### A. Definition

1. An acting status employee is a probationary or permanent status City employee who is appointed to perform the responsibilities of a vacated or newly created fulltime position of a higher level than that currently held by the employee.
2. A vacated position shall mean one from which the incumbent employee has been given extended leave of one (1) pay period or more, or has terminated.

#### B. Policies and Procedures

1. The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designate.
2. Acting appointments may be made to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as the incumbent has returned to duty.
3. Acting appointments may not be extended for a period greater than ninety (90) days without special approval of the City Manager (Administrative Officer).
4. Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the City Council.
5. Upon assignment of acting duty status an employee will begin to earn a salary which is equal to Step A of the salary assigned to the acting position, but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the employee's permanent position.
6. While working in an acting capacity, employees will continue to accrue and have recorded general, special, or normal salary step increases in the employee's permanent position; however, such salary increases will be paid only to maintain a minimum five (5) range points (e.g., ten [10] half-points) differential above the salary to which an employee is entitled in his/her permanent position.
7. Employees who are appointed to a higher-level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a salary which is at least ten (10) range points (e.g., twenty [20] half-points) more than the salary to which they are entitled in their permanent position.
8. The parties agree that to the extent permitted by law, the compensation for Temporary Upgrade Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(3) Premium Pay.

### SECTION II - ELIGIBILITY FOR LATERAL TRANSFERS

#### A. Eligibility

Only Police Officers who have completed two (2) consecutive years of sworn service with the Inglewood Police Department will be eligible to participate in the lateral transfer examination process.

**B. Changes in Qualifications**

1. To the extent possible, and absent any emergency conditions, changes in qualifications needed to compete in promotional selection processes shall be transmitted in a reasonable amount of time to allow persons to prepare themselves to meet any additional or expanded examination eligibility qualifications.
2. The best interest of the majority of involved employees and of the department will be a deciding factor in all cases.

**SECTION III - REVIEW OF PROBATIONARY PERIOD**

The Police Chief shall obtain the input of patrol training officers and patrol supervisors under whom a probationary police officer has served for the purpose of making periodic documentation regarding the permanent employee status of said probationary officer.

**SECTION IV – DETECTIVE BUREAU DESIGNATED ROTATIONAL POSITIONS**

The purpose of the Detective Bureau Designated Rotational Positions policy is to provide career development opportunities for police officers who may wish to work in the detective bureau.

**A. Policy**

1. Detective positions who are assigned on a rotational basis do not count in the overall maximum staffing levels of detective bureau positions.
2. In order for the detective rotational positions to be filled, the minimum staffing in patrol shall be sixty-five (65) active patrol officers. Officers who are out of work due to long-term disabilities or injuries shall not count towards the minimum staffing of sixty-five (65) patrol officers.
3. Rotational positions are open and available to non-detective sworn police officers who have completed more than two (2) years of sworn service with the Inglewood Police Department.
4. There are two (2) designated rotational positions: one each in the burglary unit and assaults unit.
5. Rotational positions are considered to be “at will” positions with no property rights and can be removed without cause at any time during their rotational assignment.
6. The uniform shall be Class B or business attire.

**B. Limitations**

1. The maximum length of the rotational detective assignment shall be six (6) months per employee, unless extended another six (6) months by the Police Chief for mitigating circumstances.
2. Once the six (6) month rotational assignment has been completed the participating police officer may not apply for another detective bureau rotational assignment until at least one (1) year has elapsed unless no other police officer has submitted a written notice of interest in a rotational position during that time frame.

3. Police officers assigned to the detective bureau rotational assignment cannot move from the burglary unit to the assault unit (back-to-back) without a one (1) year break unless no other police officer has submitted a written notice of interest in a rotational position during that time frame.
4. Both of the rotational positions in the burglary and assault units cannot be occupied for longer than one (1) year unless the burglary and assault units are fully staffed.

**C. Selection Process**

1. Interested police officers must submit a written request to the Police Chief or his/her management designee stating their interest in serving in a rotational detective position.
2. The final selection of the rotational detective positions shall be made by the Police Chief or his/her management designee.

**SECTION V - ASSIGNMENT GUIDELINES**

**A. Lateral Transfers**

1. The following assignments shall be designated as "lateral transfers":
  - a. Canines
  - b. Police Investigation
  - c. Gang Intelligence
  - d. Motors
  - e. Range Master
  - f. Narcotics
  - g. Vice
3. All Police Officers with two (2) consecutive years of sworn service with the Inglewood Police Department will be given the opportunity once every eighteen (18) months to apply for selection to any number of the designated assignments listed above.
4. Police Officers assigned to the Detective Bureau, may be assigned to any area within the Bureau without having to participate in a selection process, subject to the approval of the Police Chief or designee. Officers assigned to Forensics and officers assigned to the Bureau on or before November 1, 2004, are not covered by this provision.

**B. Lateral Transfer Selection Process**

The application and selection process for all of the above listed assignments will be as follows:

1. Résumé

All applicants will submit a personal résumé, accompanied by a (preferably) one-page statement stating why the applicant feels that he/she is qualified for the assignment. (Applications for more than one assignment require only one résumé and a separate statement for each assignment.)

2. Oral Interview

The oral board will be comprised of four members. Two (2) of the members will be selected by the Police Chief, who may choose to select qualified police canine subject matter experts from other

agencies as evaluators. The other two (2) members of the oral board will be selected by the Police Chief from a list of four (4) names submitted by the Inglewood Police Officers Association Board of Directors within ten (10) days of a request by the Chief or his/her designee.

### 3. Seniority Points

- a. In addition to the scoring of the oral board, each candidate will be given .02 points for each month of current, consecutive service with the Inglewood Police Department (.24 points per year).
- b. A partial month of service of fifteen (15) days or more will be credited as one (1) month. Seniority points will be given for each month or partial month up to the application closing date.

### 4. Tied Scores

- a. In the event of a tie for an assignment listed above, seniority based on the most recent departmental hiring date of each candidate will be used.
- b. If a tie still exists, the lowest serial number will prevail.

### 5. Lateral Transfer Selection Process

- a. The Police Chief will compile a final list of candidates for each assignment based on the final point scores.
- b. The Police Chief will fill vacancies in the above assignments from the final eligibility lists, and will have the discretion afforded under the "Civil Service Rule of Three."
- c. The eligibility lists will be valid for a period of twelve (12) months.
- d. Whenever an eligible list contains fewer than three (3) names, the Police Chief may cause a new list to be established.

### 6. Time Limits for Assignments Above

There will be no maximum time limits set for officers filling the assignments in Subsection A-1 above. No officer may be temporarily assigned to a lateral assignment unless the current T/O is filled. Any officer temporarily assigned to a lateral position shall not serve more than twelve (12) months.

### 7. Assignment and Revocation

- a. Except as set forth below, all employees assigned to special assignments shall be subject to an initial twelve (12) month evaluation period. During the twelve (12) month evaluation period an employee will receive written quarterly reviews regarding his/her performance.
- b. During the twelve (12) month evaluation period, the assignment may be revoked at any time and for any reason without right of appeal at the discretion of the Police Chief. Once the evaluation period has been completed, revocation of the assignment shall be made in the manner set forth in Article Three.

- c. Job announcements for special assignments will provide notification to employees regarding this evaluation period.

**C. Budget Reduction of Assignments**

If there is a budget reduction in the lateral assignment units list in A1 above in this Section, affected employee assignments shall be based on seniority in the affected unit(s).

**SECTION VI - SENIORITY PRIVILEGES**

Seniority, as defined in the Police Department Procedures Manual (including seniority for unit employees hired from the Lateral Hire Incentive Program as set forth in this MOU), will serve as the basis for determining vacations, shift assignments, and days off, as follows.

**A. Vacations**

1. Annual sign-up will be conducted in January of each calendar year.
2. The vacation list will be posted by February 15<sup>th</sup> of each calendar year.
3. Officers must sign up for a minimum of one (1) week time blocks.
4. After the vacation list is posted, open vacation spots may be applied for at any time during the year. The one (1) week minimum time block will not apply for open vacation spots and vacations will be granted on a first come first served basis.
5. Vacation requests will be affirmed or denied within a ten (10) day period from the date of the request.

**B. Shift Assignments and Days Off**

1. Patrol
  - a. Selection of shifts and days off will be by seniority. Seniority in patrol will be determined by serial number. This will prevail for patrol officers and Field Training Officers (FTO) collectively as a common group for each watch. An officer with a lower serial number will have seniority over an officer with a higher serial number regardless of his/her status as a patrol officer or FTO.
  - b. The designation of FTO's and FTO watch assignments (by FTO seniority) shall be finalized prior to any patrol officer's watch selection. Days off (shifts) will then be selected in order of seniority. "Watch" means days, P.M., and grave; "shift" means working days on a given watch.
  - c. Officers acting or assigned as FTO's may only select a position on a vacant two-officer slot. The companion position on that slot will then be reserved for his/her trainee.
  - d. Patrol Officers may only select a position in a vacant two-officer slot or in a vacant companion position with another patrol officer.
  - e. The Police Chief or his/her designate shall have the right to reserve the number of two-officer slots on a watch necessary to accommodate the number of FTO units designated for each watch. The designation of particular slots for FTO assignments will be done only after the

selection process has begun, so as to ensure that an adequate number of two-officer slots can be maintained without interfering with the seniority process. "Slot" refers to specific duty assignments on a given shift.

## 2. All Other Assignments

Seniority shall be based on the most recent permanent appointment date to that assignment.

### C. Holiday Requests

Employees will be given preference on holiday requests based on seniority if requests are received by the employees' respective section commanders, no less than ten (10) calendar days nor more than twenty (20) calendar days preceding the holiday. If the ten (10) day deadline is not met, the holiday off will be allowed on a first come first served basis. The number of personnel allowed off on any given day or the division commander on the basis of the need of the service shall determine shift.

## SECTION VII - AMERICANS WITH DISABILITIES ACT

### A. Comply with ADA

The City shall take all actions necessary to comply with the ADA.

### B. Impact of ADA

The City will agree to meet and confer respecting the impact upon the wages, hours and terms and conditions of employment pertaining to the ADA.

## SECTION VIII - EMPLOYMENT OF RELATIVES

### A. Policy

In order to minimize problems relating to supervision, morale, safety and security, it is necessary to regulate the employment of relatives by the City. Therefore, applicants will not be hired and employees will not be placed into positions if the result would be that:

1. One person would be supervised by or be in the chain of command of a relative;
2. One person would participate in making, or advising on, employment decisions concerning a relative;
3. One person would be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives.

### B. Employees Working Prior to Effective Date of Policy

Employees who are working for the City prior to the effective date of this Policy under circumstances, which would violate the provisions of, paragraph A. 1, 2, and 3 above, will not have their employment circumstances modified unless there is a clear showing of a problem of supervision, morale, safety, or security. Should one of these employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in circumstances that would create a violation of paragraph A. 1, 2, and 3 of this Policy.

**C. Employees Who Become Relatives**

Employees of the City who become relatives after the effective date of this policy and work in circumstances, which violate the provisions of paragraph A. 1, 2, and 3, above will be subject to this Policy. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security, or morale.

**D. Affected Employees**

If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, an employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the employees will be affected, with primary consideration given to the operational needs of the City, including interests of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the employees affected. Provided however, if two employees become related through a spousal or spousal-type relationship, the employee whose action creates the relationship will be the one affected.

**E. Definition of Relatives**

For purposes of this policy "relatives" includes: spouse; a spousal type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.

**F. Responsibility of Employees**

Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council member.

**SECTION IX – REDUCTION IN FORCE BY LAYOFFS****A. Layoff Procedure**

The City Council and the City Manager (Administrative Officer) may separate any class or position without cause because of financial need, reduction of work, or abandonment of activities after giving thirty (30) days advance notice and the reasons therefore to such affected employee(s). However, no permanent fulltime employee shall be laid off or separated from any department while there are emergency, seasonal, part-time, permanent part-time, temporary employees or probationary employees serving in the same class of positions in the department.

**1. Order of Separation**

Employees within a classification shall be laid off in inverse order of their seniority within such class. Seniority within class for the purpose of layoffs is defined as the length of the employee's fulltime cumulative service time within the rank or class targeted for layoff within the unit, plus any time in a higher rank or class. Ties in seniority within the class shall be broken based upon the order in which employees were selected for fulltime employment or promotion by the department head.

## 2. Bumping Rights

An employee who is subject to layoff may exercise his/her right to bump into a lower rank or class within the same department provided that the employee has previously held permanent fulltime employment within such lower rank or class and the employee has greater seniority than the employee he/she seeks to displace. For purposes of this provision only, seniority is defined as cumulative fulltime service rank within the rank or class to which the employee seeks to bump, plus any time served in a higher rank or class in that classification series. Ties in seniority shall be broken in the following order: (1) cumulative fulltime service with the employees current department; (2) for sworn law enforcement employees, total fulltime service as a sworn law enforcement officer with a POST certified agency; (3) total cumulative fulltime service with the City of Inglewood.

## 3. Offer of Reassignment

The City Manager (Administrative Officer) may approve the appointment of an employee who is laid off to an existing budgeted vacant position in a lower classification or equal classification for which the employee meets the minimum qualifications of the classification and for which the employee can perform the essential functions of the position. If the appointed employee has not previously served in the classification, the employee will have to serve a probationary period, provided the appointing authority agrees to appoint affected employee to said position.

## 4. Re-employment Lists

Permanent employees shall be placed on a re-employment list according to seniority within such class for a period of two (2) years following such employee's separation from employment. The most senior employee in the class on such re-employment list shall be the first one offered re-employment. No candidate for employment on an employment eligibility list shall be offered employment in a classification for which there is an existing re-employment list. Any employee on a re-employment list shall be removed from such list if the employee is offered employment by the City and rejects such offer.

## **B. Job Elimination**

Any police employee covered by this agreement with less than ten (10) years of service and satisfactory or above performance ratings whose job is eliminated and employment terminated shall receive base compensation for one pay period and thirty three percent (33%) of unused sick leave as severance pay, and a thirty (30) days' notice.

## **SECTION X – REINSTATEMENT**

### **A. Employee Reinstatement within Six (6) Months**

A unit employee who has resigned may be eligible for reinstatement to his/her former position as a police officer without reexamination provided all of the following circumstances have been met:

1. There is a vacancy in the class and position for which the former employee is seeking reinstatement.
2. Not more than six (6) months has elapsed between the time the former employee's resignation became effective and the effective date his/her proposed reinstatement.

3. The former employee meets the medical requirements of the position by taking such medical examination(s) by a City-designated physician as would be required by the Human Resources Director.
4. That the former employee may restore to the City all payments in lieu of sick leave and other benefits he/she received as a result of his/her termination of employment with the City, which the Chief Financial Officer or his/her designee will consider due to the City because of the lapse of time between the effective dates of resignation/separation and prospective reinstatement period. The benefits that he/she repays to the City shall be restored to his/her credit. In the event that no payment is made, the reinstated employee's leave balances will begin at zero (0). In no event shall a reinstated employee make a partial payment back to the City for partial reinstatement of leave hours. Regardless of the way the former employee wishes to proceed, the election must be in writing and any payment made must be prior to reinstatement.
5. That his/her work performance and evaluations at the time of separation were at least satisfactory or higher.
6. The City Manager (Administrative Officer) approves of any reinstatement requests prior to any appointment by the appointing authority.
7. That nothing has occurred during the break in employment that will reflect adversely on the City or will impair the individual's abilities to perform his/her duties effectively.

**B. Supersedes Civil Service Rule IV, Section II**

It is understood that this updated reinstatement provision shall supersede Rule IV, Section II Reinstatement as of January 1, 2014.

## ARTICLE SEVEN—WORK SCHEDULE/OVERTIME PROVISIONS

### SECTION I – DEFINITION OF TERMS

The following terms shall be understood to be defined as follows:

**A. Employees**

Shall mean all employees covered by this agreement.

**B. Regular Work Day (5 days/8 hours Work Schedule)**

The regular work day for employees covered by this agreement, other than patrol section and “lateral transfer assignments,” shall consist of eight (8) hours to include paid lunch of no more than thirty minutes and briefing time.

**C. Regular Work Day (4 days/10 hours Work Schedule)**

1. The regular work day for lateral transfers and special enforcement team employees shall be ten (10) hours, including paid lunch periods and briefing time.
2. Should the 4/10 plan be discontinued during the term of this agreement, the City and IPOA will meet and confer regarding hours.
3. Unit employees who wish to return to the 5/8 work schedule may do so with the approval of Police Management.

**D. Regular Work Day (3 days/12.5 hours Work Schedule)**

1. Police officers assigned to Patrol work a “3/12.5 schedule.” The 3/12.5 Work Schedule was developed by the Police Chief (or designee) with input from IPOA.
2. Payback Ten (10) Hours to City: It is understood that each employee assigned to the 3/12.5 Work Schedule shall be responsible to “payback” 10 hours to City every 28 days.

**E. Work Week**

A workweek is a fixed and regularly recurring period of time consisting of seven (7) consecutive days (seven consecutive 24-hour periods).

**F. Hours Worked**

1. Hours worked shall be considered as the time the City requires an employee to work.
2. Hours worked shall specifically include court time and standby time as defined in this agreement, but does not encompass sick leave, vacation, or other periods of time which the employees are absent from work, travel to and from work, standby time during which employees are merely required to leave word where they may be reached, nor any other periods during which employees are completely relieved from City duty and which are long enough to enable them to use the time effectively for their own purpose.

**G. Base Rate of Pay**

Employees' Base Rate of Pay is "simply" the assigned salary rate as set forth in the most-current City Salary Ordinance.

**H. Regular Hourly Rate of Pay (See Appendix One for More Information)**

Employees' regular hourly rate of pay shall be based upon the Base Rate, Assignment Pay, and Longevity Pay, adjusted for a forty (40) hour workweek, depending upon assignments.

**SECTION II - OVERTIME PROVISION****A. Regular Overtime**

1. Unit employees assigned to the 3/12.5 Work Schedule shall receive overtime pay for all hours worked in excess of 12.5 hours, seven (7) minutes per day.
2. Unit employees assigned to the 5/8 Work Schedule shall receive overtime pay for all hours worked in excess of eight (8) hours, seven (7) minutes per day.
3. Unit employees assigned to the 4/10 Work Schedule shall receive overtime pay for all hours worked in excess of ten (10) hours, seven (7) minutes per day.

**B. Call Back Overtime**

1. Employees covered by this agreement who are called back to duty after they have completed their normal work schedule and have left work or are on their day off shall receive overtime compensation for all hours worked during such assignment.
2. The employees shall be guaranteed a minimum of two (2) hours pay for the above category of overtime, regardless of the actual number of overtime hours worked.

**C. Court Overtime**

1. Employees covered by this agreement shall be guaranteed a minimum of two (2) hours overtime pay for court time provided that such overtime work meets the following conditions.
  - a. Prior to Beginning Work Shifts
    - 1) If a police officer is required to be in court more than two (2) hours prior to start of his/her shift he/she shall receive a minimum of two (2) hours overtime at time and one-half of his/her base salary hourly rate.
    - 2) If a police officer is required to be in court less than two hours prior to start of a shift he/she shall receive overtime at time and one-half of his/her base salary rate for total time prior to shift whether in court or not.
  - b. Continuation of Shift for Court Activity Begun Prior to End of Regular Work Shift
    - 1) If a police officer is required to be in court prior to the completion of his/her work shift and it becomes an extension of his/her regular work shift, he/she shall receive overtime

at time and one-half (1½) of his/her base salary hourly rate for the total time in court if less than one and one-half (1½) hours in court.

- 2) If a police officer is required to be in court prior to the completion of his/her work shift for more than one and one-half (1½) hours, but less than two hours, he/she shall receive two overtime hours at time and one-half of his/her base salary hourly rate.
- 3) If a police officer is required to be in court prior to the completion of his/her work shift for more than two hours, overtime shall be paid on actual overtime worked at time and one-half (1½) of his/her base salary hourly rate.

c. **Court Time Commencing After Completion of Regular Work Shift**

- 1) Police officers serving court overtime commencing after completion of regular work shift, necessitating a break between end of shift and start of court time, will be compensated for two (2) hour minimum overtime worked at time and one-half (1½) of his/her base salary hourly rate.
- 2) The overtime guarantees of this subsection shall not apply if the employee has been notified via phone and e-mail twenty four (24) hours prior to the court appearance notification time not to report, or the reason not to have the officer appear in court is beyond the control of the City; e.g., fire, flood, failure, or similar emergency condition.

**D. Court Travel Time—Off Duty**

1. Consistent with the past practice of the Department, off-duty unit employees subpoenaed to court in Los Angeles County other than Inglewood Municipal Court shall receive one (1) hour of travel time (e.g., one-half [½] hour to and one-half [½] hour from the court) at time and one-half.
2. Off-Duty employees subpoenaed to court outside of Los Angeles County shall receive actual time from police station to his/her court appearance and from court to the station as travel time at time and one-half.

**E. Special Overtime**

1. Regular fulltime employees covered by this agreement shall be given preference in assignment to special overtime upon reasonable notification of their availability to work such assignments within existing departmental procedures.
2. All hours worked in special overtime assignments shall be compensated accordingly.

**F. Overtime Distribution**

Overtime worked shall be distributed as equitably as practicable over the terms of this agreement among those employees in the same classification.

**G. Overtime Pay**

All overtime hours worked will be paid at one and one-half (1½) times the employee's regular hourly rate of pay or may be accrued as compensatory time.

**SECTION III - COMPENSATORY TIME****A. Accrual**

Compensatory time may be granted and accrued by employees covered by this agreement in lieu of overtime pay at the rate of one and one-half (1½) hours compensatory time for each overtime hour worked.

**B. Maximum Accrual**

1. The maximum accrual of total compensatory time may not exceed a total on record of eighty (80) hours per fiscal year except as set forth in Section III. C below.
2. The unused compensatory time in excess of forty (40) total hours shall be paid to the employee based on his/her current base hourly rate plus longevity on the last pay period of each fiscal year except as set forth in Section III. C below.

**C. Fifty (50) Overtime Hours Not Cashed Out—POTE Time Being Phased Out**

It is understood that the City and IPOA had an agreement for the term of the previous MOU that each unit employee agreed to the following:

1. Each unit employee who earned at least fifty (50) hours of overtime had to convert those first earned fifty (50) hours of overtime to seventy five (75) straight time hours and would not be cashed out during each twelve (12) months of that agreement.
2. Further, all these seventy five (75) straight time hours per each twelve (12) months of the agreement were only to be taken with the approval by Police Management such that they would not create any back-up overtime employee replacement costs.
3. Unit employees were to be permitted to use this accumulated compensatory time leave within a reasonable period of time after making a request to Police Management, as long as the request did not unduly disrupt the police operations of the City.
4. Since the elimination of the furlough and the associated use of POTE time, there are several unit employees who did not utilize all of their POTE time. As such, the POTE must be phased out, and those unit employees shall be allowed to continue using the time as set forth in subsection 3 above.

**D. Time Off**

1. An employee wishing to take compensatory time off must obtain the prior approval of his/her supervisor.
2. When a supervisor requests that an employee take compensatory time off, the employee's needs must be considered and reasonable notice be given.

**SECTION IV – STANDBY “ON-CALL” ASSIGNMENT****A. Definition**

1. Standby “on-call” assignment is defined as the off-duty time when a unit employee is directed by authorized police management to be available on a standby “on-call” basis during a specific off-duty period of time.
2. Any unit employee assigned to standby “on-call” assignment must be able to be reached at any time during the assignment by a current designated phone number or other pre-determined means of communication approved in advance by authorized police management.

**B. Compensation**

Those unit employees assigned to a standby “on-call” assignment shall be compensated at the overtime rate of one-and-one-half (1½) times the unit employee’s base hourly rate of pay for the following period of time:

1. Weekday standby “on-call” (Monday at 12:00 a.m. through Friday at 11:59 p.m.)  
Two (2) hours of overtime pay for each twenty-four (24) hours of weekday standby assignment.
2. Weekend standby “on-call” (Saturday at 12:00 a.m. through Sunday at 11:59 p.m.)  
Four (4) hours of pay for each twenty four (24) hours of weekend standby assignment.

**C. Limitations**

1. No standby “on-call” assignment time shall be granted in any twenty-four (24) hour period when a unit employee on standby assignment is called back to work and receives call back pay as follows:
  - a. When a unit employee on standby “on-call” assignment is called back to work during the week days, they are guaranteed a minimum total of two (2) hours of overtime pay.
  - b. When a unit employee on standby “on-call” assignment is called back to work on the weekend, they are guaranteed a minimum total of four (4) hours of overtime.
2. When a unit employee on standby “on-call” assignment is called back to work, they shall be paid overtime for all call back hours worked in excess of two (2) hours on a weekday and in excess of four (4) hours on weekends.
3. There shall be no pyramiding of standby and call back pay except as set forth in this Section C. Limitations.

**SECTION V - TRAINING ASSIGNMENT COMPENSATION**

Required job training on employee's time off or on employee's work time shall be compensated at the employee's straight time hourly rate of pay, provided that such time is not regular overtime as defined in Section II, of this Article. However, if an employee is mandated by the Department to attend training on his or her regularly scheduled day off, the employee shall be paid one-and-one-half (1½) times the unit employee’s base hourly rate of pay for all time actually spent in the training program.

## ARTICLE EIGHT—GENERAL PROVISIONS

### SECTION I - WAIVER PROVISION ON BARGAINING DURING TERM OF AGREEMENT

Except as specifically provided for in this agreement or by mutual agreement in writing during the term of this Memorandum of Understanding, the parties hereto mutually agree not to seek to negotiate or bargain with respect to any matters pertaining to rates, wages, hours, and terms and conditions of employment, whether or not covered by this Memorandum of Understanding or in the negotiations leading thereto, and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties hereto during negotiations leading to this Memorandum, and any rights in that respect are hereby expressly waived during the term of this agreement.

### SECTION II - EMERGENCY WAIVER PROVISION

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of the Memorandum of Understanding, which restrict the City's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the IPOA shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the Memorandum of Understanding.

### SECTION III - SEVERABILITY PROVISION

Should any provision of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding shall remain in full force and effect for the duration of this Memorandum of Understanding.

### SECTION IV - LAW, RULES, REGULATIONS, AND AMENDMENTS

#### A. Sole and Entire Memorandum of Understanding

1. It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of understanding, oral or written, express or implied, between the parties, and shall govern their entire relationship, and shall be the sole source of any and all rights or claims which may be asserted hereunder or otherwise.
2. This Memorandum of Understanding is not intended to cover any matters preempted by Federal or State law or City Charter.

#### B. Civil Service and Departmental Rules and Regulations

1. It is understood and agreed that there exists within the City, in written form, Civil Service and Departmental Rules and Regulations. Except as specifically modified by this Memorandum of Understanding, these rules and regulations, and any subsequent amendments thereto, shall be in full force and effect during the term of this Memorandum of Understanding.
2. Before any new or subsequent amendments to these Civil Service and/or Departmental Rules and Regulations directly affecting wages, hours, and terms and conditions of employment are implemented; the City shall meet and confer in accordance with Government Code, Section 3500 et seq., with the IPOA regarding such changes.
3. Nothing provided herein shall prevent the City from implementing such rules and regulations provided it has met and conferred with the IPOA as required by law.

**SECTION V - REQUESTS BY IPOA**

The City shall be responsive in acknowledging any requests by IPOA directed to the City and shall attempt within the scope of this agreement to establish policy and respond to said requests promptly.

**SECTION VI - POLICE CHIEF - IPOA MEETING**

The Police Chief and Police management personnel designated by the Chief shall meet with Inglewood Police Officers Association Board Representatives/members upon reasonable advance notice by either the Inglewood Police Officers Association or the Police Chief. The purpose of these meetings shall be to promote better understanding between the Police management and IPOA through direct communication.

**SECTION VII - AMENDMENTS TO MEMORANDUM OF UNDERSTANDING**

The provisions of this MOU can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing, hereafter signed by the designated representatives of the City, IPOA, and the City Manager, unless said amendments are required to be adopted by the City Council of the City of Inglewood.

**SECTION VIII - TERM OF THIS AGREEMENT**

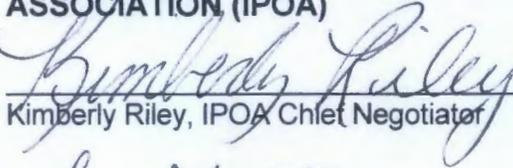
The term of this agreement shall cover the period from January 1, 2014, through June 30, 2017 (42 months).

**SECTION IX - RATIFICATION AND EXECUTION**

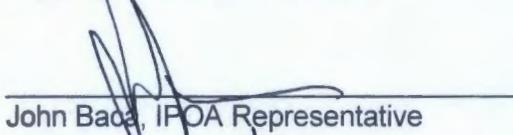
The City and IPOA acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IPOA, and entered into this \_\_\_\_\_ day of May 2014.

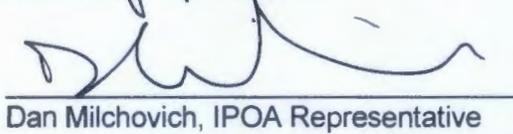
**PARTNERS TO AGREEMENT**

**INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)**

  
Kimberly Riley, IPOA Chief Negotiator

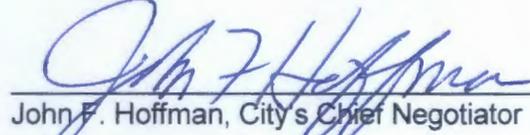
  
Loyd Waters, IPOA President

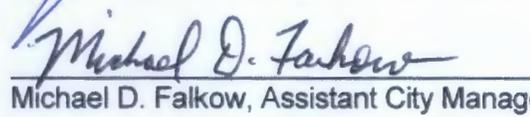
  
John Baca, IPOA Representative

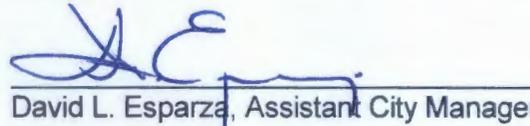
  
Dan Milchovich, IPOA Representative

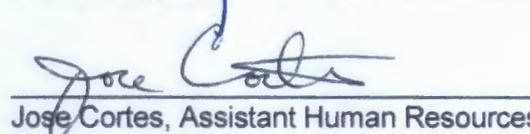
  
Geoffrey Meeks, IPOA Representative

**CITY OF INGLEWOOD**

  
John F. Hoffman, City's Chief Negotiator

  
Michael D. Falkow, Assistant City Manager

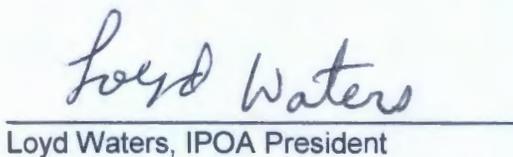
  
David L. Esparza, Assistant City Manager-CFO

  
Jose Cortes, Assistant Human Resources Manager

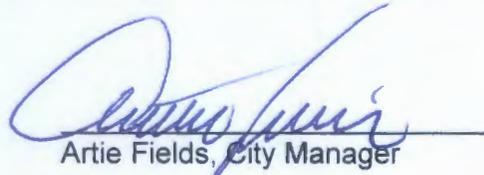
**EXECUTION OF AGREEMENT**

**IN WITNESS WHEREOF**, the parties hereto have caused this Agreement to be executed this 7<sup>th</sup> day of May 2014.

**INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)**

  
Loyd Waters, IPOA President

**CITY OF INGLEWOOD, CALIFORNIA**

  
Artie Fields, City Manager

## **APPENDIX ONE—Salary Range Points and Corresponding Pay Amounts**

The California Public Employee Retirement System (CalPERS) has notified the City of Inglewood that it requires specific clarification to the way in which our employee Memorandums of Understanding (MOUs) describe pay that is considered as part of compensation subject to retirement calculations (e.g., “PERSable” or pensionable earnings).

The City currently, and has for more than four (4) decades, determined compensation based upon ranges set forth using a complex, exponential-based calculation wherein hourly base rates are calculated using “range points” that are defined as two (2) half points and listed in half-point ( $\frac{1}{2}$ -point) increments.

A range point-based system creates a structure whereby any components of salary such as special assignment pay, acting pay, POST pay, longevity pay, etc., can be expressed as a number of range points and simply summed up and added to the salary range of a given position to determine the total amount of compensation to be paid. This eliminates any mathematical issues associated with creating an order by which certain components of salary are computed.

For example, if you take 100 times 8%, you obtain 8.

If you then add the 8 to back to the 100, you obtain 108.

If you have another component of 12% that you want to multiply by the 108, you’d obtain 12.96.

If you add that back to the 108, you’d obtain 120.96.

If, however, you first added the 12% to the 8% to get 20%, you would only obtain 120 if you multiplied 20% by 100 and added the result back.

Thus, you would lose the compounding effect.

This would get more pronounced as the number of components gets larger.

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

As you can see, the actual percentage value becomes greater as the number of range points increases. This is a result of the compounding effect of the formula.

The following is an Excel-based formula that can be used to determine the corresponding salary given a specific range point value (referred to below as *RangePoint*):

$$3420 * ((1.01^{(\text{ROUND}(\text{RangePoint}-0.5,0))-1}) * ((1.001)^{(\text{RangePoint}-\text{ROUND}(\text{RangePoint}-0.5,0))/0.1}))$$

The following table shows the pay values corresponding to the range points used. To determine a pay rate, all applicable range points are added together and the resulting pay rate corresponding to that number of range points determines the pay amount, which is subject to retirement calculations.

To achieve the same value using percentages, you can simply add up all the salary components in terms of range points, locate the corresponding percentage value in the table above, and then multiply that percentage times the hourly, monthly, or annual salary value that corresponds to the salary range value in the table below.

For example, if an employee is currently at salary range 290 (which corresponds to \$60,660.10 annually) and has eight (8) range points of special assignment pay, twelve (12) range points for longevity, and seven-and-one-half (7½) range points for POST Certificate Pay, he/she would have the following:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points}$$

Looking at the table below, 317.5 range points corresponds to an annual salary of \$79,753.66.

Using the percentage method, you would use the base salary range value of 290, which is \$60,660.10 annually, and multiply it by the corresponding percentage in the table above that equates to 27.5 range points, which is 31.4763%.

As such, you would have the following:

$$\$60,660.10 \times 0.314763 = \$19,093.56$$

Now, adding the two (2) components together, you would get the following:

$$\$60,660.10 + \$19,093.56 = \$79,753.66$$

As you can see, the values are the same.

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691

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Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775

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Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022

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Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574

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Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

**APPENDIX TWO—Grandfathered Employees**

The following IPOA unit employees retain the retiree medical benefit as outlined in Article Four—Fringe Benefits, Section II. Benefits, L. Alternative Retiree Medical Plan – Effective April 1, 2014.

The three (3) grandfathered unit employees who are eligible for this benefit are listed below by serial/badge number and employee ID number.

<b>Employee Serial/Badge Number</b>	<b>Employee ID Number</b>
604	992000
605	353650
615	950450