

Amendment to the Memorandum of Understanding
Between
the City of Coalinga and the Coalinga Police Officers' Association
2022-2025

This Amendment is entered into this 17th day of February, 2022, by and between the City of Coalinga (hereinafter "City"), a political division of the State of California, and the Coalinga Police Officers' Association (hereinafter "Association"), a formally recognized representative of Coalinga employees in the Coalinga Police Officer's Association bargaining unit.

It is the intention of the City and the Association, during the term of this Agreement to review and synthesize existing Memoranda of Understanding (MOU) and any Amendments thereto creating an all-inclusive replacement document to be approved and implemented by the Association membership and City Council and to serve as the core document addressing terms and conditions of employment for this bargaining unit.

Except as herein specifically modified or through the process of "Meet and Confer" where mutual agreement is reached, all existing ordinances, resolutions, and policies of the City, pertaining to the employment relationship, shall remain in full force and effects, unchanged and unaffected during the term of this Agreement.

No alteration, understanding, variation, waiver, or modification of any terms and/or conditions covered by this Agreement, or any preceding MOU or Amendment, shall, in any manner, be binding upon the parties hereto unless made and executed in writing by all parties, and, if required, approved and implemented by the membership of the Association and City Council.

WITNESSETH:

Whereas the City and the Association previously entered into a Memorandum of Understanding (MOU) effective July 1, 2021, through June 30, 2024, and the parties, having met and conferred in good faith, now wish to further amend and extend that Agreement as follows:

1. **A 10% Pay Increase for Police Officers (Section 7.02)**
Add Language to Section 7.02. Salary Adjustment:
"Police Officers shall receive a salary increase of 10.0% effective February 28, 2022."
2. **A 5% Pay Increase for Police Corporals (Section 7.02)**
Add Language to Section 7.02. Salary Adjustment:
"Police Corporals shall receive a salary increase of 5.0% effective February 28, 2022."
3. **A 5% Pay Increase for Police Sergeants (Section 7.02)**
Add Language to Section 7.02. Salary Adjustment:
"Police Sergeants shall receive a salary increase of 5.0% effective February 28, 2022."
4. **A NEW Annual Physical Fitness Incentive of \$500 (Will become Section 9.10)**
Add Section 9.10. Add Language to Section 9.10. Physical Fitness Incentive:

“On or about each May, the City will host an annual physical fitness test on two separate dates for sworn POA members. If the employee is scheduled to work on both dates, the City will ensure the employee is provided coverage on one of the dates in order to participate. While all employees are encouraged to participate, testing will be voluntary. Standards to be tested will be the Cooper Institute’s recommendations for law enforcement. Tests will be administered by an outside party. Employees who successfully pass the test will receive a \$500 annual physical fitness incentive. Employees may test up to one (1) time per fiscal year.”

5. **Educational Achievement Compensation/Training Incentive Pay (Section 7.04)**

Amend Language to Section 7.04. Educational Achievement Compensation/Training Incentive Pay. Subsection B. Educational Achievement Compensation:

Effective February 28, 2022:

“B. Educational Achievement Compensation for Police Science, Criminal Justice and/or related fields of study that pertain to the services provided by the Coalinga Police Department shall be as follows for all employees irrespective of rank and pay grade.

1. Associate of Arts/Associate of Science – two and one half percent (2.5%) above base pay, or
2. Bachelor of Arts/Bachelor of Science – five percent (5%) above base pay.”

6. **Bilingual Pay (Will become Section 7.09)**

Add Section 7.09. Add Language to Section 7.09. Bilingual Pay:

Effective February 28, 2022:

“When a sworn employee is required to use bilingual skills on a continuous basis outside of his/her normal and typical job duties, that employee shall be granted \$200.00 per month for use of that skill. The City Manager shall determine the necessity of the use of bilingual skills and the Personnel Officer shall arrange for testing of employees interested in receiving bilingual pay prior to granting of this amount.”

7. **Longevity Pay (Section 7.05)**

Add Language to Section 7.05. Longevity Pay:

Effective February 28, 2022:

“Beginning the pay period following the fifth (5th) anniversary date of service to the City, a sworn employee shall be entitled to longevity pay of one and one half percent (1.5%) above base pay.

Beginning the pay period following the tenth (10th) anniversary date of service to the City, a sworn employee shall be entitled to an additional one and one half percent (1.5%) above base pay.

Beginning the pay period following the fifteenth (15th) anniversary date of service to the City, a sworn employee shall be entitled to an additional one and one half percent (1.5%) above base pay.

Longevity pay only applies if the employee has had no safety violations or formal disciplinary action (Letter of Reprimand or above) in the most recent 12 month period immediately preceding the pay and an overall rating of competent on the most recent annual performance evaluation.”

8. **Training Pay (Section 7.06)**

Amend Language to Section 7.06. Training Pay. Subsection A.

Effective February 28, 2022:

“A. Police Officers designated as Field Training Officers for trainees will be additionally compensated at a flat rate of one hundred and fifty dollars (\$150.00) per month. Such designation will be on a monthly basis at the discretion of the Police Chief, and shall be made in writing and shall specify the nature of the assignment as well as the beginning and ending date of the training assignment. Both the Human Resources and Financial Services Department shall be provided with a copy of any such written directive. Sergeants and Corporals are ineligible for field training officer pay because the prescribed duty of these positions includes such field training and/or the supervision of those providing the training.”

9. Canine Officer Pay (Section 7.07)

Amend Language to Section 7.07. Canine Officer Pay. Subsection A:
Effective February 28, 2022:

- A. "The City agrees to provide compensation of four hundred dollars (\$400.00) per month to Officers, Corporals or Sergeants designated by the Chief of Police as Canine Handlers, effective upon assignment by the Chief of Police and continuing until assignment is completed."

10. Explorer Advisor Pay (Will become Section 7.10)

Add Section 7.10. Add Language to Section 7.10. Explorer Advisor Pay:
Effective February 28, 2022:

"Employees assigned as Explorer Advisors will receive comp time in lieu of overtime for actual time worked associated with Explorer meetings (up to 2 hours per week) and compensation in the amount of one and one half percent (1.5%) for the duration of the Explorer Advisor assignment. No more than two (2) employees can be assigned as Explorer Advisors at one time. As the program is reestablished, Explorer Advisors may be assigned up to four (4) weeks prior to the start of the Explorer post to begin preparations."

11. Sign On Bonus (Will become Section 7.11)

Add Section 7.11. Add Language to Section 7.11. Sign On Bonus:
Effective February 28, 2022:

"A. New Police Officers. New Police Officers hired by the City of Coalinga will be eligible for a \$10,000 Signing Bonus payable over five (5) years according to the following schedule: \$1,000 at the completion of the one-year probationary period, \$1,500 payable on the second anniversary date, \$2,000 payable on the third anniversary date, \$2,500 on the fourth anniversary date, and \$3,000 on the fifth anniversary date. To be eligible for the Sign On Bonus within the specified year, employees must receive a minimum average rating of "Competent" for the annual performance evaluation and have received no disciplinary action (Letter of Reprimand or above) within the specified year.

"B. Existing Police Officers, Police Corporals and Police Sergeants. Police Officers, Police Corporals and Police Sergeants currently employed by the City of Coalinga will be eligible for a \$10,000 Signing Bonus payable over five (5) years according to the following schedule: \$1,000 after one year from the effective date of the Agreement (February 17, 2022), \$1,500 payable on the second anniversary date from the effective date of the Agreement, \$2,000 payable on the third anniversary date from the effective date of the Agreement, \$2,500 on the fourth anniversary date from the effective date of the Agreement, and \$3,000 on the fifth anniversary date from the effective date of the Agreement. To be eligible for the Sign On Bonus within the specified year, employees must receive a minimum average rating of "Competent" for the annual performance evaluation and have received no disciplinary action (Letter of Reprimand or above) within the specified year."

12. Fitness Equipment Maintenance Allowance (Will be Section 9.11)

Add Section 9.11. Add Language to Section 9.11. Fitness Equipment Maintenance Allowance.

"The parties agree the City will provide the Association with an annual stipend of \$2,000.00 on or about each August 1 to maintain Association physical fitness training equipment or training gear within the Association gym. The stipend must be used within the fiscal year or will be forfeited to the City. Once equipment is purchased, receipts/invoices will be provided to the Chief of Police or his/her designee to ensure the stipend was fully spend and only utilized for physical fitness training equipment or training gear for the Association gym."

13. Wages (Section 7.01)

Based on changes to Section 7.02., Attachment A remains in effect for non-sworn employees.
Attachment B will contain the pay schedules for sworn employees.
Add Language to Section 7.01. Wages:

“The salary plan for sworn employees is located in Attachment B. Said salary plan shall remain in effect for all sworn job classifications throughout the term of this Agreement.

14. Duration of Agreement (Section 15.01)

Amend Language to Section 15.01. Duration of Agreement:

“Except as set forth in this document, the MOU, its Amendments and Agreements, shall become effective February 17, 2022, and shall remain in full force and effect through June 30, 2025.”

City

Date

Association

Date

Association

Date

Attachment B

City of Coalinga Police Pay Scale (CPOA Sworn)

Effective: February 28, 2022

Approved: February 17, 2022

Revised: February 17, 2022

Grade	Position	Step A	Step B	Step C	Step D	Step E	Step F
18	Police Officer						
	Annually	\$61,398.74	\$64,469.08	\$67,692.56	\$71,077.24	\$74,631.18	\$78,184.60
	Monthly	\$5,116.56	\$5,372.42	\$5,641.04	\$5,923.10	\$6,219.27	\$6,515.38
	Bi-Weekly	\$2,361.49	\$2,479.58	\$2,603.56	\$2,733.74	\$2,870.43	\$3,007.10
	Hourly	\$29.5186	\$30.9948	\$32.5445	\$34.1717	\$35.8804	\$37.5888
20	Police Corporal						
	Annually	\$67,692.56	\$71,077.24	\$74,631.18	\$78,184.60	\$82,094.22	\$86,198.93
	Monthly	\$5,641.04	\$5,923.10	\$6,219.27	\$6,515.38	\$6,841.19	\$7,183.24
	Bi-Weekly	\$2,603.56	\$2,733.74	\$2,870.43	\$3,007.10	\$3,157.47	\$3,315.34
	Hourly	\$32.5445	\$34.1717	\$35.8804	\$37.5888	\$39.4684	\$41.4417
22	Police Sergeant						
	Annually	\$74,631.18	\$78,184.60	\$82,094.22	\$86,198.93	\$94,817.32	\$99,558.19
	Monthly	\$6,219.27	\$6,515.38	\$6,841.19	\$7,183.24	\$7,901.44	\$8,2965.52
	Bi-Weekly	\$2,870.43	\$3,007.10	\$3,157.47	\$3,315.34	\$3,646.82	\$3,829.16
	Hourly	\$35.8804	\$37.5888	\$39.4684	\$41.4417	\$45.5852	\$47.8645

City of Coalinga Police Pay Scale (CPOA Sworn)

Effective: July 1, 2023

Approved: February 17, 2022

Revised: February 17, 2022

Grade	Position	Step A	Step B	Step C	Step D	Step E	Step F
18	Police Officer						
	Annually	\$62,933.52	\$66,080.56	\$69,684.90	\$72,853.82	\$76,496.94	\$80,139.28
	Monthly	\$5,244.46	\$5,506.71	\$5,782.08	\$6,071.15	\$6,674.75	\$6,678.27
	Bi-Weekly	\$2,420.52	\$2,541.56	\$2,668.65	\$2,802.07	\$2,942.19	\$3,082.28
	Hourly	\$30.2565	\$31.7696	\$33.3581	\$35.0259	\$36.7774	\$38.5285
20	Police Corporal						
	Annually	\$69,684.90	\$72,853.82	\$76,496.94	\$80,139.28	\$84,146.66	\$88,353.72
	Monthly	\$5,782.08	\$6,071.15	\$6,674.75	\$6,678.27	\$7,012.22	\$7,362.81
	Bi-Weekly	\$2,668.65	\$2,802.07	\$2,942.19	\$3,082.28	\$3,236.41	\$3,398.22
	Hourly	\$33.3581	\$35.0259	\$36.7774	\$38.5285	\$40.4551	\$42.4777
22	Police Sergeant						
	Annually	\$76,496.94	\$80,139.28	\$84,146.66	\$88,353.72	\$97,187.48	\$102,047.14
	Monthly	\$6,674.75	\$6,678.27	\$7,012.22	\$7,362.81	\$8,098.96	\$8,503.93
	Bi-Weekly	\$2,942.19	\$3,082.28	\$3,236.41	\$3,398.22	\$3,737.98	\$3,924.89
	Hourly	\$36.7774	\$38.5285	\$40.4551	\$42.4777	\$46.7248	\$49.0611