

RESOLUTION NO. 2024-65

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GUADALUPE ADOPTING A MEMORANDUM OF UNDERSTANDING WITH THE GUADALUPE POLICE OFFICERS ASSOCIATION

WHEREAS, the Guadalupe Police Officers Association (GPOA) is the recognized employee representative for employees in the police employees’ representation unit; and

WHEREAS, the City of Guadalupe and GPOA were signatories to a memorandum of understanding that expired on June 30, 2024; and

WHEREAS, the City and GPOA have met and conferred in an attempt to reach agreement on a memorandum of understanding for the time period September 28, 2024, through June 30, 2027; and

WHEREAS, the City and GPOA have reached tentative agreement on all issues.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Guadalupe as follows:

SECTION 1. The City Council hereby approves the Memorandum of Understanding for the time period September 28, 2024, through June 30, 2027, attached hereto as Exhibit “A” and incorporated herein by reference, and the Mayor is hereby authorized to execute the Memorandum of Understanding on behalf of the City.

SECTION 2. If any provision or any part of a provision of this resolution shall be finally determined to be invalid, illegal, or otherwise unenforceable, such determination shall not impair or otherwise affect the validity, legality or enforceability of the remaining provisions or parts of provisions of this resolution, which shall remain in full force and effect as if the unenforceable provision or part were deleted.

SECTION 3. This Resolution shall become effective immediately upon its adoption.

SECTION 4. The City Clerk is hereby authorized to make minor changes herein to address clerical errors, so long as substantial conformance of the intent of this document is maintained. In doing so, the City Clerk shall consult with the City Administrator and City Attorney concerning any changes deemed necessary.

PASSED AND ADOPTED at regular meeting on the 12th day of November 2024 by the following vote:

MOTION: GILBERT ROBLES / WHITNEY FURNESS

AYES: 4 **Councilmembers:** Hernandez, Julian, Furness, Robles

NOES: 0

ABSENT: 1 **Councilmember:** Costa Jr.

ABSTAINED: 0

I, Amelia M. Villegas, City Clerk of the City of Guadalupe, **DO HEREBY CERTIFY** that the foregoing Resolution, being CC. **Resolution No. 2024-65** has been duly signed by the Mayor and attested by the City Clerk, all at a regular meeting of the City Council, held November 12, 2024, and that same was approved and adopted.

ATTEST:


Amelia M. Villegas, City Clerk


Ariston Julian, Mayor

APPROVED AS TO FORM:


Philip F. Sinco, City Attorney

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF GUADALUPE

AND

**GUADALUPE POLICE OFFICERS
ASSOCIATION**

SEPTEMBER 28, 2024 – JUNE 30, 2027

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MEMORANDUM OF UNDERSTANDING

September 28, 2024 – June 30, 2027

1. INTRODUCTION

1.01 Preamble. The following constitutes a Memorandum of Understanding (MOU) that resulted from meeting and conferring in good faith concerning the wages, hours and other terms and conditions of employment, between the City of Guadalupe (City) and the Guadalupe Police Officers Association (POA).

1.02 Recognition. The City recognizes the POA to be the recognized employee bargaining association representing the classifications of Police Officer, Police Corporal, Police Sergeant, Police Office Manager and Records Technician.

1.03 Purpose. It is the purpose of this MOU to promote and provide for harmonious relations, cooperation and understanding between the City and employees covered herein and to provide an orderly and equitable means of resolving any misunderstanding or differences which may arise regarding wages, hours and other terms and conditions of employment.

1.04 Maintenance of Operations. For the term of this MOU, neither the POA or any members of the POA, nor any person acting in their behalf, will cause, authorize, engage in, or strike against the City, or engage in a work stoppage, slow down, or concerted failure to report for duty, or unauthorized absence or abstinence from the full and faithful performance of their duties of employment. This is not to mean that the POA members are waiving any rights as to the protection of personal safety as they may pertain to the refusal to cross the picket lines of another public employee organization on strike, or to the informational picketing by employees on their own time.

1.05 Maintenance of Benefits. All wages, hours and other terms and conditions of employment of POA members shall remain in full force and effect during the term of this contract. Any changes to those policies, practices or procedures that impact wages, hours and other terms and condition of employment must be effectuated by the mutual written agreement of the parties.

2. WAGES, BENEFITS AND WORK-RELATED RULES.

2.01 Wages.

(a) Salaries for employees covered by this MOU shall be increased by 3%, retroactively effective August 24, 2024. (See Exhibits); thereafter a 3% increase effective July 1st, 2025, and finally a 3% increase effective July 1st, 2026. (See Exhibits)

The following are the position titles and salary grades covered by this MOU:

Records Technician –Range 159
Office Manager –Range 171
Police Officer – Range182
Corporal – Range192
Sergeant –Range 202

2.02 Application of Salary Steps. All employees entering the permanent, full-time employment of City shall be paid at the first step of the salary range, unless otherwise determined by the Police Chief and the City Administrator established for his/her position classification. Salary step increases, as provided herein, are not automatic, but based upon performance and merit. Employees shall be placed on the step designated by the City Administrator for initial full-time permanent employment and qualify for increase in compensation or advancement to the next higher step of his/her salary range in the following manner. A Performance Evaluation Report on each employee recommended for advancement shall be submitted to the City Administrator by the Chief of Police prior to final action on such recommendation.

A. The salary range as set forth for each classification is divided into six (6) steps, which shall be interpreted and applied as follows:

(1) The first step is the minimum rate, and normally shall be the hiring rate (Step A).

(2) The second step is granted to employees upon their anniversary date who are eligible for this adjustment after completion of one (1) full calendar year of satisfactory service in a classification and not prior the completion of a probationary period. The adjustment shall be made only if granted by the Chief of Police, and subject to the approval of the City Administrator (Step B).

(3) The third step shall be granted to an employee upon their anniversary date who has given satisfactory service in a given classification for one (1) full additional year from granting of previous step increase only if granted by the Chief of Police, and subject to approval of the City Administrator (Step C).

(4) The fourth step shall be granted to an employee upon their anniversary date who has given satisfactory service for an additional one (1) full additional year by the Chief of Police, and with approval of the City Administrator (Step D).

(5) The fifth step shall be granted to an employee who has given satisfactory service for one (1) full additional year by the Chief of Police, and with the approval of the City Administrator (Step E).

(6) The sixth step shall be granted to an employee who has given satisfactory service for two one additional years by the Chief of Police, and with approval of the City

Administrator (Step F).

A. An employee must always continue to maintain an acceptable level of performance and shall be evaluated by the Chief of Police annually.

2.03 Standard Work Periods.

A. Work Hours. (1) The standard work shift for employees represented by the POA is 8 hours for non-sworn personnel and 12 hours for sworn personnel (inclusive of all breaks and meal periods). For sworn personnel, the standard 12-hour work shift shall consist of 80 hours of regular time work and 4 hours of mandatory overtime every two weeks, plus any other authorized overtime work.

(2) Officers may, upon mutual agreement, swap shifts with another officer of same rank, for a full or partial deployment period. The employees involved shall notify the Police Chief of the shift swap in writing. An officer who, as part of a disciplinary action, is required to work a shift, may have his or her shift swap cancelled by the Police Chief.

B. Breaks. Employees shall be entitled to one (1) thirty-minute paid meal break per duty shift, during which time sworn personnel shall remain in uniform and subject to call if necessary for any urgency or emergency. Calls not of an urgent nature shall be handled after the meal break. Employees shall be allowed to take two (2) fifteen-minute paid break periods. Breaks shall be as close to two (2) hours from the start of the shift and two (2) hours before going off duty as practical. A meal period shall be as close to four (4) hours after the start of the shift as possible. The time limits shall be adjusted on a case-by-case basis taking into consideration the nature of police work, specifically, calls for service and 'on-view' violations observed by the officer.

If an employee is required to work an additional four (4) hours overtime, he/she shall be entitled to additional paid meal periods of thirty (30) minutes each, four (4) hours from the last scheduled meal period. If an employee is required to work overtime, he/she shall be entitled to additional paid rest breaks of fifteen (15) minutes each, two (2) hours from the last scheduled rest break.

C. Workday. The standard workday shall be from 0001 hours to 2400 hours.

D. Work Week. The standard work week shall be from 0001 hours on any Saturday to 2400 hours on the following Friday.

E. Relief Shifts. Relief shifts shall be scheduled as to minimize the impact on the employee assigned to that shift.

F. Time Limits. Shift schedules shall be posted, and employees shall be notified thirty (30) days in advance of an impending departmental shift change. Officers shall be assigned to a department shift for four (4) months at a time. Departmental shifts shall be January through April; May through August and September through December, or as close as practical to meet the needs of the department.

G. Call Outs. Employees called out to replace a sick or injured employee shall have a reasonable time to respond.

H. Mandatory Schedule Changes. During a mandatory schedule change, no officer shall work two (2) straight shifts back-to-back (24 hours). The schedule shall be adjusted so that the officer shall have at least an eight (8) hour break in between shifts. In the event of an emergency, the City reserved the right to modify shift schedules, including the requirement to work back-to-back shifts.

2.04 Pay Periods.

A. Hourly Benefits. Pay periods for hourly benefits shall be fourteen (14) days in duration. The pay period shall start on Saturday at 0001 hours and end of Friday at 2400 hours and shall number 26 for the year. Checks shall be available to employees by 1700 hours on the Friday following the end of the pay period.

B. Monthly Payments of Benefits. The City shall make payments for all cash benefits due to the credit of employees by the tenth (10th) day of the month following the month of accrual.

2.05 Overtime. An employee shall be entitled to premium overtime compensation of one and one-half times the employee's regular rate of pay for all hours worked beyond twelve (12) hours for sworn and eight (8) hours for non-sworn in one day or forty (40) hours for non-sworn in a week or 80 hours for sworn in a two-week period. All paid leaves shall be regarded as hours worked. An employee shall be eligible to receive overtime compensation or compensatory time off, at the employee's option.

A. Overtime Administration. All overtime must be approved by a supervisor prior to the work being performed, except in emergency situations.

B. Time Limits. Subject to call-out minimums, overtime shall begin at the end of an officer's regularly scheduled shift or upon reaching the station.

C. Court and Testimony. Subject to call-out minimums, overtime for employees who attend court or other hearings shall be paid at the regular overtime rate. This shall include travel time from the station to court, and back to the station.

D. Paid Leave Time. When any employee is off on paid leave time, such as sick leave, holiday or vacation, jury duty leave, or compensation time, such time shall be considered as hours worked for the purpose of calculating overtime.

E. Mandatory Schedule Changes. During a shift change, if an employee is required to work more than forty (40) hours in his/her regular work week to adjust to the new schedule, the employee will be paid overtime or receive compensatory time within a specific pay period.

G. Management Rights. Since the City Administrator is responsible for the efficient administration of all the affairs of the City, management reserves the right to control overtime hours worked, consistent with State and Federal law, and not in conflict with this MOU.

2.06 Cell Phones. When any employee is required to carry (wear) a department issued cell phone, said employee shall be responsible for telephonic response to any emergency pages from the department and/or supervisor(s) within a reasonable time period based upon each individual circumstance.

The employee shall not be held responsible for a telephonic response if the employee is deemed to have not been within cell phone range, the employee's cell phone is found to be defective, the employee is unable to reasonably respond to the emergency situation, or if the employee's response would be of little or no value given time and distance considerations.

An employee who responds to an emergency call to service shall be paid for all time spent in such response, beginning when the employee starts traveling to the site of the emergency or the police department, at one and one-half times the employee's regular rate of pay with a minimum of two hours.

2.07 Compensatory Time.

A. Eligibility. All regular and probationary employees shall be entitled to accrue compensatory time.

B. Compensatory Time Administration. Employees may take compensatory time off in lieu of paid overtime as approved by the Chief of Police, subject to applicable state or federal law. Employees whose compensatory time is interrupted or postponed due to injury on the job, sickness, court, call-backs for manpower shortage, schedule changes and such, shall be rescheduled after such interruption or postponement as approved by the Chief of Police. No compensatory time previously scheduled shall be lost to an employee exceeding the maximum compensatory accrued during the interruption or postponement. When requested in writing, all employees shall be given their time off within two (2) weeks of that request, subject to departmental needs. Compensatory time may be used in uninterrupted blocks of time subject to departmental needs and as approved by the Chief of Police.

C. Accrual. Compensatory time shall be accrued at one and one-half (1.5) hours for every hour of overtime worked.

D. Limit of Accrual. An employee who is a sworn peace officer may accrue a bank of up to 280 hours of compensatory time off at any given time. An employee who is not a sworn peace officer may accrue a bank of up to 240 hours of compensatory time off at any given time. Upon written request, an employee may cash out no more than 200 hours

of compensatory time every three (3) calendar months. Such request must be submitted in writing no later than the end of the pay period preceding the pay period payment is to be made. No compensatory time can be rolled over from one year to the next. All compensatory time accrued throughout the calendar year (including the last full pay period of the year) will be paid out on the last payroll every December.

2.08 Call Outs. Employees called back to work from their day off, or other off-duty hours, shall receive paid overtime or compensatory time at the employee's discretion. There shall be two (2) hours minimum guarantee.

2.09 Holidays.

A. Non-Sworn. Except as otherwise set forth below, thirteen 8-hour paid holidays shall be observed by full-time non-sworn personnel,

January 1, New Year's Day
January- 3rd Monday, Martin Luther King Day
February – 3rd Monday, Presidents Day
May - last Monday, Memorial Day
July 4, Independence Day
September - 1st Monday, Labor Day
November 11, Veterans Day
November - 4th Thursday, Thanksgiving Day
November - 4th Friday, day following Thanksgiving Day
December 24, Christmas Eve
December 25, Christmas Day
December 31, New Year's Eve
Two Floating Holidays (to be taken within the given year.)

When any of the above holidays falls on a Saturday or Sunday, the holiday will be observed on the previous Friday or following Monday, respectively.

B. Sworn Personnel. In lieu of fixed holidays, full-time sworn personnel will be paid 5.53 hours per pay period. Full-time sworn personnel will continue to receive two 10-hour floating holidays per calendar year thru calendar year 2020. (Effective January 1, 2021, for full-time sworn personnel, the two (2) floating holidays will be at 12 hours each.) Any full-time permanent or probationary sworn employee who works overtime on a City recognized holiday shall receive two (2) times his/her regular base pay for all overtime hours worked.

2.10 Vacation.

A. Eligibility. All regular and probationary employees shall accrue vacation time from the date of hire. The purpose of vacation is to enable each eligible employee to have time for rest and relaxation and return to work mentally and physically refreshed. Each eligible employee shall be required to have served the equivalent of one (1) year of continuous

service with the City to be eligible for full annual vacation leave. However, in the event an employee so chooses, he/she may, after six (6) continuous months of service, take vacation leave not to exceed four (4) working hours with his/her Supervisor's approval.

B. Vacation Administration. Employees whose vacations are interrupted or postponed due to injury on the job, sickness, court, call-backs for manpower shortage, or schedule changes shall be rescheduled after such interruption or postponement. No vacation previously scheduled shall be lost due to an employee exceeding the maximum vacation accrual during the interruption or postponement.

C. Accrual. For full-time employees, vacation shall be accrued and credited on a monthly basis at the following rate for time in service.

<u>Years</u>	<u>Days</u>	<u>Hours Per Month</u>
0 - 1	10	6.67
2	12	8.00
3	13	8.67
4	14	9.34
5	15	10.00
6	16	10.67
7	16	10.67
8	17	11.34
9	18	12.00
10	18	12.00
11	19	12.67
12	19	12.67
13	19	12.67
14	20	13.33
15	21	14.00

D. Limits of Accrual. There is a cap of two years' worth of accrual upon the number of hours of accrued vacation leave an employee may accrue and carry over from year to year. POA employees can elect to receive a cash-out of vacation hours every other calendar month of the year and/or compensatory time every other three months. By November 1 deadline of each year, an employee may make a written irrevocable election to declare cashing out vacation leave and/or compensatory time that will accrue in the next calendar year. Completed forms will be turned into Finance Director for approval/denial, and list with how elected hours will be communicated to Accounting Supervisor. Besides separation of employment, elections not submitted by the deadline will not allow any cashing out of vacation or compensatory time for the following calendar year. the foregoing, employees are encouraged to utilize their vacation leave for rest and relaxation.

E. Compensation at Termination. Employees leaving the City with accrued vacation

leave shall be paid the amount of accrued vacation to the date of termination and their current rate.

2.11 Sick Leave.

A. Eligibility and Purpose. All regular and probationary full-time employees shall accrue sick leave at a rate of eight (8) hours per calendar month effective from that employee's date of hire.

B. Use. An employee may use accrued sick leave in the case of actual personal illness, illness or disability, medical or dental appointments, parental leave, or in the case of injury to, illness of, and medical or dental appointments for the employee's immediate family. For purposes of this section only, "immediate family" shall mean (1) spouse or domestic partner, (2) child, (3) parent, (4) sibling, (5) grandparent (6) grandchild and (7) persons in "step" relationship of (1) through (6), and (7) any other person approved in advance by the Chief of Police. In the event the Chief of Police does not approve use of accrued leave for a person described in (7), the employee may appeal such determination to the City Administrator, whose decision shall be the final administrative decision.

C. Sick Leave/Bereavement Leave While on Paid Leave.

1. An illness or injury occurring while on vacation leave or compensatory time off shall be covered as sick leave, provided the employee has sufficient
2. sick leave available to cover the time off.

2. Employees who are on paid time off (i.e., sick, vacation, CTO) at the time of a death in the employee's immediate family shall be entitled to substitute sick or bereavement leave for vacation or other paid time off, provided the employee has sufficient accumulated sick leave available to cover the time off. The total period of absence from City employment (vacation and sick leave) shall not exceed beyond that time initially approved for vacation, without specific approval. Unused vacation or other paid compensation time shall be retained by the affected employee.

D. Accumulation. Accrued sick leave may be accumulated to a maximum of 2,080 hours. An employee may use 100% of unused sick leave to "retire" early before the commencement of PERS retirement benefits. Employees shall be paid monthly until accumulated sick leave is utilized or until PERS retirement benefits begin, whichever is earlier. At separation, an employee may choose to be paid 50% of his or her unused sick leave, to a maximum of 480 hours at his or her current rate of pay and/or upon retirement unused accrued sick leave may be converted to PERS service credit per the City's contract with PERS.

E. Application of Unused Sick Leave to Retirement Benefits. Upon retirement under the Public Employees Retirement System (PERS), unused sick leave shall be credited to the total years of service.

D. Transfer of sick time. Employees may transfer up to 50% of accumulated sick leave voluntarily to a fellow employee who has exhausted all his/her leave time due to an extended illness or injury. The transfer shall be on an hour for hour basis and shall not exceed eighty (80) hours of sick leave.

E. Maternity Leave. The City shall provide leave to eligible employees as required by the California Family Rights Act, the Family and Medical Leave Act, and the California Pregnancy Disability Law.

2.12 Bereavement Leave. Employees shall be granted three (3) days of paid leave for bereavement purposes in each case of a death within his/her immediate family. An additional two (2) days of bereavement leave shall be granted if out of state travel or two hundred (200) miles or more of travel from home is required. Immediate family shall be defined as the employee's spouse or registered domestic partner, child or stepchild, parent or grandparent, grandchildren, brother or sister, or in-laws.

2.13 Military Leave. Every employee of the City shall be granted military leaves of absence and other benefits as provided in Division 11, Part I, Chapter VII of the Military and Veteran's Code of the State of California and any applicable amendments. All employees applying for military leave shall give the department head, within the limits of military regulations, an opportunity to determine when such leave shall be taken. Employees will be on full-pay status for summer and weekend drills.

2.14 Leave of Absence Without Pay. Leave of absence without pay may be granted by the City Administrator upon recommendation by the department head for a period not to exceed thirty (30) days. Leave of absence without pay in excess of thirty (30) days shall be granted only by the City Council.

2.15 Bilingual Pay. An employee, whose assignment and duties require the frequent and regular use of bilingual skills in English and Spanish, or any other language designated by the City Administrator to be of benefit to the City, shall be designated by the City Administrator to receive a bilingual allowance. For the purposes of this section only, all classifications represented by the Association, regardless of assignment, perform duties that require the frequent and regular use of their Spanish and English bilingual skills. Full-time employees who demonstrate basic verbal bilingual skills shall receive compensation of \$60 per pay period and full-time employees who pass a written and verbal examination shall receive compensation of \$125 per pay period. The form of the examination shall be agreed upon by the City and the Association.

2.16 P.O.S.T. (Police Officers Standard of Training) Certification Incentive Pay. An employee who qualifies for a Regular or Specialized Intermediate POST Certificate shall receive premium compensation of four percent (4%) above his/her base salary. An employee who qualifies for a Regular or Specialized Advanced POST Certificate shall receive premium compensation of an additional four percent (4%) above his/her base salary, for a total of eight percent (8%).

2.17 Educational Incentive Pay. All employees represented by the POA shall receive premium compensation above their base salary for possessing the following degrees, provided they are in a subject that is law enforcement or job related:

Associate's Degree: three percent (3%) above base salary;
Bachelor's Degree: 5.5% above base salary.

The Police Chief shall use reasonable criteria to determine what educational degrees are law enforcement related.

2.18 Uniform Allowance. Employees who are required to wear a uniform shall receive a uniform maintenance allowance. The allowance shall be used by the employee to replace, maintain, repair, and clean all designated uniform garments, hats, caps, shoes, leather wear, ornamentation, and inclement weather clothing.

A. Uniform Administration. The uniform maintenance allowance paid to full-time unit members shall be **\$24 per pay period (\$624.00 per year)**. In addition, each **July** and **December**, full-time sworn employees shall be permitted to purchase up to **\$425** of new uniforms and/or work-related equipment at the City's expense. **Submission of receipts is necessary for verification.**

B. Payment. The uniform maintenance allowance shall be paid each biweekly pay period.

C. New Employees. New employees shall receive a prorated uniform allowance at the end of the first pay period following the date of hire. Thereafter, they shall be paid their uniform allowance in the same manner as all other employees. New employees shall receive four (4) uniforms and/or work-related equipment, at the time of hire.

2.19 Medical Insurance.

A. Eligibility. All regular and probationary employees shall be eligible for medical insurance and deferred compensation from the date of hire.

B. Medical Insurance Administration.

1. The City's monthly contribution towards a medical plan provided by the City for full-time employees and dependents shall be **\$1,269.08, effective December 2024**. If the total of the premium cost for an individual employee, plus eligible dependents, is less than the City's contribution, the difference between the City's contribution, and the insurance premium, the insurance premium may be deposited in the employee's deferred compensation account. **In the year 2026, if there is an increase in the insurance premium, the City will increase its contribution up to a maximum of 5%.**

2. Upon providing the City written proof that medical insurance coverage is in force through coverage provided by another source, a full-time employee may opt out of the City's medical insurance plan and receive the entire monthly contribution as deferred

compensation.

2.20 Vision Insurance. The City shall provide a Vision Care Plan during this agreement or select an alternate vision care provider which maintains equivalent or increases benefits to the employee. Effective the pay day of January 10, 2014, the City and a full-time employee shall share in vision premiums with the City paying 75% and the employee paying 25%.

2.21 Dental Insurance. The City shall provide a Dental Care Plan during this agreement or select an alternate vision care provider which maintains equivalent or increases benefits to the employee. Effective the pay day of January 10, 2014, the City and a full-time employee shall share in dental premiums with the City paying 75% and the employee paying 25%.

2.22 Life Insurance. The City shall provide group term life insurance benefits plan which shall provide for fifty thousand dollars (\$50,000) life coverage for full-time employees during the term of their employment.

2.23 Reimbursements. Effective the pay period starting December 7, 2013, the City shall end its practice of reimbursing employees for the employee share of State Disability Insurance, Medicare and FICA (approximately 9%).

2.25 Retirement / PERS – Public Safety Members

A. Eligibility. All regular and probationary employees shall be entitled to participate in the current retirement system from the date of hire.

B. Sworn PERS “Classic” Personnel. The City shall provide the PERS 2% @ 55 retirement formula for all sworn personnel. Effective July 1, 2015, employees will contribute 2% of the employee “pickup” for Public Employees Retirement System benefits. Effective January 1, 2016, employees will contribute 4% of the employee “pickup” for Public Employees Retirement System benefits.

C. Sworn PEPRAs New Hires. For employees hired on or after January 1, 2013, and classified as “new” members of CalPERS as defined by Public Employees Pension Reform Act (PEPRA), the City shall maintain a contract with CalPERS for the provision of a 2% @ 57 (highest 36 months) retirement benefit formula. Also pursuant to PEPRA these employees and the City are each responsible for paying one-half of the normal cost of this retirement plan.

2.26 Retirement / PERS – Miscellaneous Members

A. Eligibility. All regular and probationary employees shall be entitled to participate in the current retirement system from the date of hire.

B. Miscellaneous PERS “Classic” Personnel. The City shall provide the PERS 2% @

55 retirement formula for all miscellaneous personnel. Effective July 1, 2015, employees will contribute 2% of the employee "pickup" for Public Employees Retirement System benefits. Effective January 1, 2016, employees will contribute 4% of the employee "pickup" for Public Employees Retirement System benefits.

C. Miscellaneous PEPRA New Hires. For employees hired on or after January 1, 2013 and classified as "new" members of CalPERS as defined by Public Employees Pension Reform Act (PEPRA), the City shall maintain a contract with CalPERS for the provision of a 2% at 62 (highest 36 months) retirement benefit formula. Also pursuant to PEPRA these employees and the City are each responsible for paying one-half of the normal cost of this retirement plan.

2.26 Mileage Reimbursement. Employees required to use their private vehicle for authorized City business or training shall receive reimbursement at the rate set forth by IRS.

2.27 Dues Deductions. The City will deduct, without charge, dues from the pay of those employees who individually provide written authorization for such dues in an amount certified be current and correct by the President of the POA by the 10th of the month following the month of deduction. Dues in this context mean any deduction voluntarily authorized by a POA member and City Employee.

2.28 Automatic Deposit. The City shall deposit for those employees who so request paychecks to employee accounts in a bank, credit union or savings and loan association per existing City policy.

2.29 Safety Equipment. The City shall supply all officers with adequate safety equipment. The City may issue patrol rifles upon officers completing necessary training and the rifles being available. Personal rifles may be authorized for use by officers upon the approval of the Chief of Police.

2.30 Recognition for Investigation Work. After a minimum of two (2) years tenure with the City, an officer will be recognized for satisfactory completion or authorized investigative work performed by that officer in the form of an acknowledgment letter written by the Chief of Police and placed in the officer's personnel file.

2.31 Incentive Pay for Special Assignments. Police Officers assigned to Special Assignments will be entitled to a premium above their base salary payable with the normal payroll, with a maximum of two (2) assignments. These Officers must satisfactorily perform their Special Assignments as well as their regular patrol duties. In the event an Officer resigns from their Special Assignment, or the assignment no longer exists, the Officer will lose the premium pay. The Special Assignments for the period of the MOU are:

K-9 Officer 3%

School Resource Officer (SRO) 3%

Motor Officer 3%
Narcotics Officer 3%

Police Officers covered by this MOU are eligible for incentive pay at the rate of 4% for Field Training Officer assignments, but only on shifts when they are actually training other Police Officers (reserve or regular). Effective on July 2, 2016, Corporals and Sergeants are not eligible for the 4% Field Training Officer incentive pay.

Police Officers covered by this MOU are eligible for incentive pay at the rate of 4% for Senior Officer Assignments. Senior Officer Assignments will be at the discretion of the Chief and shall have a term of not greater than 3 years. Corporals and Sergeants are not eligible for the 4% Senior Officer Assignments or compensation

2.31 Movie /Special Events Assignments. All employees represented by the POA who are assigned to a movie/commercial detail, or a special event detail shall be compensated at **the overtime rate.**

2.32 Shift Differential. An employee whose shift covers 1900 – 0700 shall be paid a shift differential of **\$1.25** per hour for the duration of said shift.

3. DISCIPLINARY ACTION.

3.01 Disciplinary action shall be in accordance with the City's Personnel Manual and the Guadalupe Police Department Police Manual.

4. GRIEVANCE PROCEDURES.

4.01 Employees covered by this MOU may file grievances in accordance with the following rules and procedures:

A. Grievances may be filed concerning the interpretation of this MOU, other rules and regulations concerning terms and conditions of employment, directions of supervisors and disciplinary actions, but may not be filed for rejecting during probation.

B. The Police Department shall allow a grieving employee time off from regular duties without loss of pay when such time off is reasonably necessary for the drafting of a grievance.

C. Time limits specified herein may be extended with the written approval of both parties.

D. Failure of a grieving employee to file an appeal within the specified time limits shall constitute abandonment of a grievance.

E. An aggrieved employee may be accompanied by and assisted by representative of the employee's choice but must be personally present and participate in discussions at each formal step in the proceedings.

F. No grievance shall be acted on unless filed within thirty (30) days of the time the grieving employee had first knowledge of the matters on which the grievance is based.

G. In each grievance filed, the grieving employee shall state the action the employee wishes taken to cure the grievance, as well as specific and pertinent information as to the matter grieved. The steps in the procedure shall be as follows:

Step No. 1: The employee shall discuss the matter with the immediate supervisor, clearly stating that a grievance is being commenced. The supervisor shall refer the employee to the next level of supervision, if the matter is beyond the immediate supervisor's control, or shall respond verbally or in writing within five (5) days if the matter is within the scope of his/her control. If the employee is unsatisfied with the supervisor's response or is referred to the next level of supervision, the employee shall file a written grievance within five (5) days to the next level of supervision.

Step No. 2: On receipt of a grievance by the second level supervisor, that supervisor shall either refer the grievance to the next level of supervision, if the matter is beyond the second level supervisor's control, or schedule a meeting with the grieving employee to discuss the matter. The meeting shall be scheduled within five (5) days, and the second level supervisor shall respond in writing giving the reason for the decision made within five (5) days after completion of the meeting.

Step No. 3: The process shall continue through higher levels of supervision in the same manner as described in Step No. 2 until the employee is satisfied or the City Council is reached. A grievance to the City Council shall also state whether the grieving employee desires a closed or open hearing. Such grievance shall be scheduled for the next regular City Council meeting for which the agenda is open. The City Council shall hold such hearing and may make additional investigations into the matter. It shall direct a decision in writing with the reasons thereof within a reasonable time, and such decision shall be final.

5. EMPLOYMENT STATUS.

5.01 Personnel Files. An employee may inspect and copy his/her personnel file as required by law

5.02 Probationary Period. All appointments shall be tentative and subject to a probationary period of twelve (12) months. The Chief of Police, with consent of the City Administrator, may extend the probationary period for specified cause(s). The extension shall be provided in writing to an employee. All probationary employees who are being placed on an extended probationary period shall be given written notice of the extension prior to the expiration of their probationary period. In the event notice is not given, the employee shall be considered to have successfully completed the probationary period.

An employee who is in a position that is reclassified shall be required to complete an additional probationary period. The probationary period shall be regarded as part of a continuing testing process and shall be utilized for closely observing the employee's

work, for securing the most effective adjustment of a new employee to the position and for rejecting any probationary employee whose performance does not meet the required standard.

5.03 Demotion. Demotion of an employee to a lower class shall result in reduction of salary. The employee's salary shall be placed in the identical step in the lower class that the employee enjoyed in the class from which demotion was made. Demotion can be made for cause, which shall be provided to the employee in writing by the Chief of Police prior to any action taking place. The demoted employee may appeal demotion for disciplinary reasons through the grievance procedure. Demotion for any other reason is not appealable.

5.04 Lay-Off. Whenever, in the judgment of the City, it become necessary to make a reduction in force, whenever possible, the reduction shall be accomplished through attrition. Employees subject to a reduction in force shall be given at least thirty (30) working days notice prior to the effective date of the layoff, or thirty (30) days severance pay in lieu of notice. The POA shall receive concurrent notice and may be granted an opportunity to meet and consult with the City to discuss the proposed alternatives to a reduction in force.

When one (1) or more employees performing in the same class in the Police Department are to face reduction in force, the Chief of Police and the POA representative shall meet to discuss the procedures and order of lay-off.

5.05 Part-Time Employees. Part-time employees in represented classifications shall receive pro-rated benefits base on their percentage of FTE status.

6. POLITICAL ACTIVITIES. Pursuant to the City's Personnel Policy Manual and California Law.

7. MISCELLANEOUS.

7.01 Conclusiveness. It is not the intent of either party to change any plan, program, rule or regulation not specifically referred to in this MOU by the execution of the MOU. The parties may mutually agree to meet and confer on any matter at any time. This MOU is intended to be the full and final definition of wages, hours and working conditions for the period specified. However, other rules and policies set out in the City Personnel Policy Manual and the Administrative Procedures may apply. When in conflict with other policy documents, this MOU shall control.

7.02 Saving Clause. If any article or section of the MOU or any addendum thereof should be held to be invalid by operation or law or by a tribunal of competent jurisdiction, or if compliance or enforcement of any article or section should be restrained by such tribunal or by enactment of a superseding rule, regulation, law or order by any governmental authority other than the City, such article or section shall be immediately suspended and be of no force and effect, and the parties shall immediately begin the meet

and confer process for the purpose of arriving at a mutually satisfactory replacement for such article or section. Invalidation of a part or portion of this MOU shall not invalidate any remaining portion, unless those remaining portions were contingent upon the Operation of the invalidated article or section.


7.03 Non-Discrimination. Both the City and the POA agree that they shall not unlawfully discriminate against any employee on the basis of age, race, sex, handicap, creed, color, national origin, or ancestry. Neither the City nor the POA shall interfere with, intimidate, restrain, coerce, or discriminate against any employee because of the exercise of rights to engage or not engage in lawful POA activity.

7.04 City Rights Clause. The POA recognizes the City has and will continue to retain, whether exercised or not, the unilateral and exclusive right to operate, administer and manage its municipal services and work force performing those services in all respect subject to this MOU.

The City has and will continue to retain exclusive decision-making authority on matters not officially and expressly modified by specific provisions of the MOU.

The exclusive rights of the City shall include, but not be limited to: the right to determine the organization of the City government and the purpose and mission of its constituent agencies; to set standards of service to be offered to the public, and through its management officials, to exercise control and discretion over its organization and operations; to establish and effect administration and employment rules and regulations consistent with law and specific provisions of this MOU, to direct its employees; to classify and reclassify positions, to take disciplinary action for just cause; to relieve its employees from duty because of lack of work or for other legitimate reasons; to determine whether goods or services shall be made; purchases or contracted for; to determine the methods, means and personnel by which the City's services are to be provided, including the right to schedule assigned work and overtime; and to otherwise act in the interest of efficient service to the community.

For the City:



Ariston Julian, Mayor

For the POA:


Michael Kuhbander (Nov 14, 2024 10:31 PST)

Michael Kuhbander, President



Todd Bodem, City Administrator

EXHIBITS

**CITY OF GUADALUPE
POA Employee PayScale**

Effective August 24, 2024 - 3%

Range	A	B	C	D	E	F
159	33.061	34.714	36.449	38.272	40.185	42.195

Range	A	B	C	D	E	F
171	35.248	37.011	38.861	40.804	42.845	44.987

Range	A	B	C	D	E	F
182	37.493	39.368	41.336	43.403	45.573	47.852

Range	A	B	C	D	E	F
192	39.758	41.746	43.833	46.024	48.326	50.742

Range	A	B	C	D	E	F
202	46.063	48.366	50.785	53.324	55.990	58.790

Range	A	B	C	D	E	F
120	27.521	28.897	30.342	31.859	33.452	35.124
121	27.638	29.020	30.471	31.995	33.594	35.274
122	27.757	29.145	30.602	32.132	33.739	35.426
123	27.876	29.269	30.733	32.269	33.883	35.577
124	27.997	29.397	30.867	32.410	34.031	35.732
125	28.118	29.524	31.001	32.551	34.178	35.887
126	28.241	29.653	31.136	32.693	34.328	36.044
127	28.364	29.782	31.272	32.835	34.477	36.201
128	28.490	29.914	31.410	32.981	34.630	36.361
129	28.617	30.048	31.550	33.128	34.784	36.523
130	28.744	30.181	31.690	33.275	34.938	36.685
131	28.872	30.316	31.832	33.423	35.095	36.849
132	29.005	30.455	31.978	33.577	35.256	37.019
133	29.135	30.592	32.121	33.727	35.414	37.184
134	29.267	30.731	32.267	33.881	35.575	37.354
135	29.403	30.873	32.417	34.038	35.739	37.526
136	29.540	31.017	32.568	34.196	35.906	37.701
137	29.677	31.160	32.718	34.354	36.072	37.876
138	29.815	31.305	32.871	34.514	36.240	38.052
139	29.953	31.451	33.023	34.674	36.408	38.228
140	30.094	31.599	33.179	34.837	36.579	38.408
141	30.238	31.750	33.337	35.004	36.754	38.592
142	30.382	31.901	33.496	35.170	36.929	38.775
143	30.525	32.052	33.654	35.337	37.104	38.959

Range	A	B	C	D	E	F
144	30.675	32.208	33.819	35.510	37.285	39.150
145	30.823	32.364	33.982	35.681	37.465	39.338
146	30.972	32.521	34.147	35.854	37.647	39.529
147	31.124	32.680	34.314	36.030	37.832	39.723
148	31.276	32.840	34.482	36.206	38.017	39.918
149	31.430	33.001	34.652	36.384	38.203	40.114
150	31.586	33.166	34.824	36.565	38.393	40.313
151	31.744	33.331	34.998	36.748	38.585	40.514
152	31.903	33.498	35.173	36.932	38.779	40.718
153	32.065	33.668	35.352	37.119	38.975	40.924
154	32.226	33.837	35.529	37.305	39.171	41.129
155	32.389	34.009	35.709	37.494	39.369	41.338
156	32.557	34.184	35.894	37.688	39.573	41.551
157	32.723	34.359	36.077	37.881	39.775	41.763
158	32.893	34.538	36.265	38.078	39.982	41.981
159	33.061	34.714	36.449	38.272	40.185	42.195
160	33.234	34.895	36.640	38.472	40.396	42.416
161	33.408	35.079	36.833	38.674	40.608	42.638
162	33.584	35.263	37.027	38.878	40.822	42.863
163	33.761	35.450	37.222	39.083	41.037	43.089
164	33.942	35.639	37.421	39.292	41.256	43.319
165	34.120	35.826	37.618	39.498	41.473	43.547
166	34.305	36.020	37.821	39.712	41.697	43.782
167	34.490	36.215	38.025	39.927	41.923	44.019
168	34.676	36.410	38.230	40.142	42.149	44.256
169	34.864	36.608	38.438	40.360	42.378	44.497
170	35.054	36.807	38.647	40.580	42.609	44.739
171	35.248	37.011	38.861	40.804	42.845	44.987
172	35.441	37.213	39.074	41.027	43.079	45.233
173	35.636	37.418	39.289	41.254	43.316	45.482
174	35.835	37.626	39.508	41.483	43.557	45.735
175	36.034	37.836	39.728	41.714	43.800	45.990
176	36.237	38.049	39.951	41.949	44.046	46.248
177	36.442	38.264	40.177	42.186	44.295	46.510
178	36.647	38.480	40.404	42.424	44.545	46.772
179	36.855	38.698	40.633	42.665	44.798	47.038
180	37.065	38.918	40.864	42.907	45.052	47.305
181	37.277	39.141	41.098	43.153	45.310	47.576
182	37.493	39.368	41.336	43.403	45.573	47.852
183	37.708	39.594	41.573	43.652	45.835	48.126
184	37.927	39.824	41.815	43.906	46.101	48.406
185	38.148	40.055	42.058	44.161	46.369	48.688
186	38.373	40.291	42.306	44.421	46.642	48.974
187	38.596	40.526	42.552	44.680	46.914	49.260

Range	A	B	C	D	E	F
188	38.825	40.766	42.805	44.945	47.192	49.552
189	39.054	41.007	43.057	45.210	47.470	49.844
190	39.007	40.957	43.005	45.155	47.413	49.783
191	39.520	41.496	43.571	45.750	48.037	50.439
192	39.758	41.746	43.833	46.024	48.326	50.742
193	39.996	41.996	44.096	46.301	48.616	51.047
194	40.238	42.250	44.362	46.580	48.909	51.355
195	40.482	42.506	44.632	46.863	49.206	51.667
196	40.728	42.764	44.903	47.148	49.505	51.980
197	40.978	43.027	45.178	47.437	49.809	52.299
198	41.231	43.292	45.457	47.730	50.116	52.622
199	41.483	43.557	45.735	48.022	50.423	52.944
200	41.740	43.827	46.018	48.319	50.735	53.272
201	42.000	44.100	46.305	48.620	51.051	53.604
202	46.063	48.366	50.785	53.324	55.990	58.790
203	46.356	48.673	51.107	53.662	56.346	59.163
204	46.650	48.982	51.431	54.003	56.703	59.538
205	46.947	49.294	51.759	54.347	57.064	59.917
206	47.248	49.611	52.091	54.696	57.431	60.302
207	47.550	49.928	52.424	55.045	57.797	60.687
208	47.856	50.249	52.762	55.400	58.170	61.078
209	48.166	50.574	53.103	55.758	58.546	61.473
210	48.480	50.904	53.449	56.121	58.927	61.874
211	48.794	51.233	53.795	56.485	59.309	62.275
212	49.112	51.568	54.146	56.854	59.696	62.681
213	49.434	51.906	54.501	57.226	60.087	63.092
214	49.759	52.247	54.859	57.602	60.482	63.506
215	50.087	52.591	55.221	57.982	60.881	63.925
216	50.419	52.940	55.587	58.366	61.285	64.349
217	50.755	53.292	55.957	58.755	61.693	64.777
218	51.092	53.646	56.329	59.145	62.102	65.207
219	51.433	54.005	56.705	59.541	62.518	65.644
220	51.778	54.367	57.085	59.940	62.937	66.084
221	52.128	54.734	57.471	60.344	63.361	66.529
222	52.480	55.104	57.859	60.752	63.790	66.979
223	52.836	55.477	58.251	61.164	64.222	67.433
224	53.194	55.854	58.647	61.579	64.658	67.891
225	53.558	56.235	59.047	62.000	65.099	68.354
226	53.922	56.618	59.449	62.422	65.543	68.820
227	54.293	57.008	59.858	62.851	65.994	69.293
228	54.667	57.401	60.271	63.284	66.448	69.771
229	55.044	57.797	60.686	63.721	66.907	70.252
230	55.423	58.194	61.104	64.159	67.367	70.735

**CITY OF GUADALUPE
POA Employee Payscale**

Effective July 1, 2025 - 3%

Range	A	B	C	D	E	F
159	34.052	35.755	37.543	39.420	41.391	43.461

Range	A	B	C	D	E	F
171	36.306	38.121	40.027	42.028	44.130	46.336

Range	A	B	C	D	E	F
182	38.618	40.549	42.576	44.705	46.940	49.287

Range	A	B	C	D	E	F
192	40.950	42.998	45.148	47.405	49.775	52.264

Range	A	B	C	D	E	F
202	47.445	49.817	52.308	54.924	57.670	60.553

Range	A	B	C	D	E	F
120	28.347	29.764	31.252	32.815	34.455	36.178
121	28.467	29.891	31.385	32.955	34.602	36.332
122	28.590	30.019	31.520	33.096	34.751	36.488
123	28.712	30.147	31.655	33.238	34.899	36.644
124	28.837	30.279	31.793	33.382	35.051	36.804
125	28.962	30.410	31.931	33.527	35.204	36.964
126	29.089	30.543	32.070	33.674	35.357	37.125
127	29.215	30.676	32.210	33.820	35.511	37.287
128	29.345	30.812	32.352	33.970	35.668	37.452
129	29.475	30.949	32.497	34.121	35.828	37.619
130	29.606	31.087	32.641	34.273	35.987	37.786
131	29.739	31.225	32.787	34.426	36.147	37.955
132	29.875	31.369	32.937	34.584	36.313	38.129
133	30.009	31.509	33.085	34.739	36.476	38.300
134	30.145	31.653	33.235	34.897	36.642	38.474
135	30.285	31.799	33.389	35.059	36.812	38.652
136	30.426	31.947	33.545	35.222	36.983	38.832
137	30.567	32.095	33.700	35.385	37.154	39.012
138	30.709	32.245	33.857	35.550	37.327	39.194
139	30.852	32.394	34.014	35.714	37.500	39.375
140	30.997	32.547	34.174	35.883	37.677	39.561
141	31.145	32.702	34.337	36.054	37.857	39.750
142	31.293	32.858	34.501	36.226	38.037	39.939
143	31.441	33.013	34.664	36.397	38.217	40.128

Range	A	B	C	D	E	F
144	31.595	33.175	34.833	36.575	38.404	40.324
145	31.747	33.335	35.001	36.752	38.589	40.519
146	31.901	33.496	35.171	36.930	38.776	40.715
147	32.058	33.661	35.344	37.111	38.967	40.915
148	32.215	33.825	35.517	37.293	39.157	41.115
149	32.373	33.992	35.691	37.476	39.349	41.317
150	32.534	34.161	35.869	37.662	39.545	41.522
151	32.696	34.331	36.048	37.850	39.743	41.730
152	32.860	34.503	36.229	38.040	39.942	41.939
153	33.027	34.679	36.412	38.233	40.145	42.152
154	33.193	34.852	36.595	38.425	40.346	42.363
155	33.361	35.029	36.780	38.619	40.550	42.578
156	33.533	35.210	36.971	38.819	40.760	42.798
157	33.704	35.390	37.159	39.017	40.968	43.016
158	33.880	35.574	37.353	39.220	41.181	43.240
159	34.052	35.755	37.543	39.420	41.391	43.461
160	34.231	35.942	37.739	39.626	41.608	43.688
161	34.411	36.131	37.938	39.834	41.826	43.917
162	34.592	36.321	38.137	40.044	42.046	44.149
163	34.774	36.513	38.339	40.256	42.268	44.382
164	34.960	36.708	38.543	40.470	42.494	44.619
165	35.144	36.901	38.746	40.683	42.718	44.853
166	35.334	37.100	38.955	40.903	42.948	45.096
167	35.525	37.301	39.166	41.125	43.181	45.340
168	35.716	37.502	39.377	41.346	43.413	45.584
169	35.910	37.706	39.591	41.571	43.649	45.832
170	36.106	37.911	39.807	41.797	43.887	46.081
171	36.306	38.121	40.027	42.028	44.130	46.336
172	36.504	38.329	40.246	42.258	44.371	46.590
173	36.706	38.541	40.468	42.491	44.616	46.847
174	36.910	38.755	40.693	42.728	44.864	47.107
175	37.115	38.971	40.920	42.966	45.114	47.370
176	37.324	39.190	41.150	43.207	45.367	47.636
177	37.535	39.412	41.383	43.452	45.624	47.906
178	37.747	39.634	41.616	43.696	45.881	48.175
179	37.961	39.859	41.852	43.944	46.142	48.449
180	38.177	40.085	42.090	44.194	46.404	48.724
181	38.395	40.315	42.331	44.447	46.670	49.003
182	38.618	40.549	42.576	44.705	46.940	49.287
183	38.839	40.781	42.821	44.962	47.210	49.570
184	39.065	41.018	43.069	45.223	47.484	49.858
185	39.292	41.257	43.320	45.486	47.760	50.148
186	39.524	41.500	43.575	45.754	48.042	50.444
187	39.754	41.742	43.829	46.020	48.321	50.737

Range	A	B	C	D	E	F
188	39.990	41.989	44.089	46.293	48.608	51.038
189	40.226	42.237	44.349	46.566	48.895	51.339
190	40.177	42.186	44.295	46.510	48.835	51.277
191	40.706	42.741	44.878	47.122	49.478	51.952
192	40.950	42.998	45.148	47.405	49.775	52.264
193	41.196	43.256	45.419	47.690	50.074	52.578
194	41.445	43.517	45.693	47.978	50.377	52.896
195	41.697	43.782	45.971	48.269	50.683	53.217
196	41.950	44.047	46.250	48.562	50.990	53.540
197	42.207	44.318	46.533	48.860	51.303	53.868
198	42.467	44.591	46.820	49.161	51.619	54.200
199	42.728	44.864	47.107	49.463	51.936	54.533
200	42.992	45.142	47.399	49.769	52.257	54.870
201	43.260	45.423	47.694	50.079	52.583	55.212
202	47.445	49.817	52.308	54.924	57.670	60.553
203	47.746	50.134	52.640	55.272	58.036	60.938
204	48.049	50.452	52.974	55.623	58.404	61.324
205	48.355	50.773	53.311	55.977	58.776	61.715
206	48.666	51.099	53.654	56.337	59.154	62.111
207	48.977	51.425	53.997	56.696	59.531	62.508
208	49.292	51.757	54.344	57.062	59.915	62.911
209	49.611	52.091	54.696	57.431	60.302	63.317
210	49.934	52.431	55.052	57.805	60.695	63.730
211	50.258	52.770	55.409	58.179	61.088	64.143
212	50.586	53.115	55.771	58.559	61.487	64.562
213	50.917	53.463	56.136	58.943	61.890	64.984
214	51.252	53.814	56.505	59.330	62.297	65.411
215	51.589	54.169	56.877	59.721	62.707	65.842
216	51.932	54.528	57.255	60.117	63.123	66.279
217	52.277	54.891	57.636	60.517	63.543	66.721
218	52.624	55.256	58.018	60.919	63.965	67.164
219	52.976	55.625	58.407	61.327	64.393	67.613
220	53.332	55.998	58.798	61.738	64.825	68.066
221	53.691	56.376	59.195	62.155	65.262	68.525
222	54.054	56.757	59.595	62.575	65.704	68.989
223	54.421	57.142	59.999	62.999	66.149	69.456
224	54.790	57.530	60.406	63.426	66.598	69.928
225	55.164	57.922	60.819	63.859	67.052	70.405
226	55.540	58.317	61.233	64.294	67.509	70.885
227	55.922	58.718	61.654	64.737	67.974	71.372
228	56.307	59.123	62.079	65.183	68.442	71.864
229	56.696	59.530	62.507	65.632	68.914	72.360
230	57.086	59.940	62.937	66.084	69.388	72.857

**CITY OF GUADALUPE
POA Employee Payscale**

Effective July 1, 2026 - 3%

Range	A	B	C	D	E	F
159	35.074	36.828	38.669	40.603	42.633	44.764

Range	A	B	C	D	E	F
171	37.395	39.265	41.228	43.289	45.454	47.726

Range	A	B	C	D	E	F
182	39.777	41.765	43.854	46.046	48.349	50.766

Range	A	B	C	D	E	F
192	42.179	44.288	46.502	48.827	51.269	53.832

Range	A	B	C	D	E	F
202	48.868	51.312	53.877	56.571	59.400	62.370

Range	A	B	C	D	E	F
120	29.197	30.657	32.190	33.799	35.489	37.264
121	29.321	30.787	32.327	33.943	35.640	37.422
122	29.447	30.920	32.466	34.089	35.793	37.583
123	29.573	31.052	32.604	34.235	35.946	37.744
124	29.702	31.187	32.746	34.384	36.103	37.908
125	29.831	31.322	32.889	34.533	36.260	38.073
126	29.961	31.459	33.032	34.684	36.418	38.239
127	30.092	31.596	33.176	34.835	36.576	38.405
128	30.225	31.736	33.323	34.989	36.739	38.575
129	30.360	31.878	33.472	35.145	36.902	38.747
130	30.494	32.019	33.620	35.301	37.066	38.919
131	30.631	32.162	33.770	35.459	37.232	39.093
132	30.771	32.310	33.925	35.622	37.403	39.273
133	30.909	32.455	34.077	35.781	37.570	39.449
134	31.050	32.602	34.232	35.944	37.741	39.628
135	31.194	32.753	34.391	36.110	37.916	39.812
136	31.339	32.906	34.551	36.278	38.092	39.997
137	31.484	33.058	34.711	36.446	38.269	40.182
138	31.630	33.212	34.873	36.616	38.447	40.369
139	31.777	33.366	35.034	36.786	38.625	40.556
140	31.927	33.523	35.199	36.959	38.807	40.747
141	32.079	33.683	35.367	37.136	38.992	40.942
142	32.232	33.843	35.536	37.312	39.178	41.137
143	32.384	34.004	35.704	37.489	39.363	41.332

Range	A	B	C	D	E	F
144	32.543	34.170	35.878	37.672	39.556	41.534
145	32.700	34.335	36.052	37.854	39.747	41.734
146	32.858	34.501	36.226	38.038	39.939	41.936
147	33.020	34.671	36.404	38.224	40.136	42.142
148	33.181	34.840	36.582	38.411	40.332	42.349
149	33.344	35.011	36.762	38.600	40.530	42.556
150	33.510	35.185	36.945	38.792	40.732	42.768
151	33.677	35.361	37.129	38.986	40.935	42.982
152	33.846	35.538	37.315	39.181	41.140	43.197
153	34.018	35.719	37.505	39.380	41.349	43.417
154	34.188	35.898	37.693	39.577	41.556	43.634
155	34.362	36.080	37.884	39.778	41.767	43.855
156	34.539	36.266	38.080	39.984	41.983	44.082
157	34.716	36.451	38.274	40.188	42.197	44.307
158	34.896	36.641	38.473	40.397	42.417	44.537
159	35.074	36.828	38.669	40.603	42.633	44.764
160	35.258	37.021	38.872	40.815	42.856	44.999
161	35.443	37.215	39.076	41.029	43.081	45.235
162	35.629	37.411	39.281	41.246	43.308	45.473
163	35.818	37.608	39.489	41.463	43.536	45.713
164	36.009	37.809	39.699	41.684	43.769	45.957
165	36.198	38.008	39.909	41.904	43.999	46.199
166	36.394	38.213	40.124	42.130	44.237	46.449
167	36.591	38.420	40.341	42.358	44.476	46.700
168	36.788	38.627	40.558	42.586	44.716	46.951
169	36.988	38.837	40.779	42.818	44.959	47.207
170	37.189	39.049	41.001	43.051	45.204	47.464
171	37.395	39.265	41.228	43.289	45.454	47.726
172	37.599	39.479	41.453	43.526	45.702	47.987
173	37.807	39.697	41.682	43.766	45.954	48.252
174	38.017	39.918	41.914	44.009	46.210	48.520
175	38.229	40.140	42.147	44.255	46.467	48.791
176	38.444	40.366	42.384	44.503	46.728	49.065
177	38.661	40.594	42.624	44.755	46.993	49.343
178	38.879	40.823	42.864	45.007	47.258	49.621
179	39.100	41.055	43.107	45.263	47.526	49.902
180	39.322	41.288	43.352	45.520	47.796	50.186
181	39.547	41.524	43.601	45.781	48.070	50.473
182	39.777	41.765	43.854	46.046	48.349	50.766
183	40.005	42.005	44.105	46.310	48.626	51.057
184	40.237	42.249	44.361	46.580	48.909	51.354
185	40.471	42.495	44.619	46.850	49.193	51.653
186	40.710	42.745	44.882	47.127	49.483	51.957
187	40.947	42.994	45.144	47.401	49.771	52.259

Range	A	B	C	D	E	F
188	41.190	43.249	45.411	47.682	50.066	52.569
189	41.432	43.504	45.679	47.963	50.361	52.879
190	41.382	43.451	45.624	47.905	50.300	52.815
191	41.927	44.023	46.225	48.536	50.963	53.511
192	42.179	44.288	46.502	48.827	51.269	53.832
193	42.432	44.554	46.781	49.121	51.577	54.155
194	42.688	44.823	47.064	49.417	51.888	54.482
195	42.948	45.095	47.350	49.717	52.203	54.813
196	43.208	45.369	47.637	50.019	52.520	55.146
197	43.473	45.647	47.929	50.326	52.842	55.484
198	43.741	45.929	48.225	50.636	53.168	55.826
199	44.010	46.210	48.521	50.947	53.494	56.169
200	44.282	46.496	48.821	51.262	53.825	56.516
201	44.558	46.785	49.125	51.581	54.160	56.868
202	48.868	51.312	53.877	56.571	59.400	62.370
203	49.179	51.638	54.220	56.930	59.777	62.766
204	49.491	51.965	54.563	57.292	60.156	63.164
205	49.806	52.296	54.911	57.656	60.539	63.566
206	50.126	52.632	55.264	58.027	60.928	63.975
207	50.446	52.968	55.617	58.397	61.317	64.383
208	50.771	53.309	55.975	58.774	61.712	64.798
209	51.099	53.654	56.337	59.153	62.111	65.217
210	51.432	54.004	56.704	59.539	62.516	65.642
211	51.765	54.354	57.071	59.925	62.921	66.067
212	52.103	54.708	57.444	60.316	63.332	66.498
213	52.445	55.067	57.820	60.711	63.747	66.934
214	52.789	55.429	58.200	61.110	64.165	67.374
215	53.137	55.794	58.583	61.513	64.588	67.818
216	53.490	56.164	58.972	61.921	65.017	68.268
217	53.846	56.538	59.365	62.333	65.450	68.722
218	54.203	56.913	59.759	62.747	65.884	69.179
219	54.566	57.294	60.159	63.167	66.325	69.641
220	54.931	57.678	60.562	63.590	66.770	70.108
221	55.302	58.067	60.971	64.019	67.220	70.581
222	55.676	58.460	61.383	64.452	67.675	71.058
223	56.053	58.856	61.799	64.889	68.133	71.540
224	56.434	59.255	62.218	65.329	68.596	72.025
225	56.819	59.660	62.643	65.775	69.064	72.517
226	57.206	60.066	63.070	66.223	69.534	73.011
227	57.600	60.480	63.504	66.679	70.013	73.513
228	57.996	60.896	63.941	67.138	70.495	74.020
229	58.397	61.316	64.382	67.601	70.981	74.530
230	58.798	61.738	64.825	68.066	71.470	75.043







POA MOU

Final Audit Report

2024-11-14

Created:	2024-11-14
By:	Juana Escobar (juana@ci.guadalupe.ca.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAATj-G4UanbMAcY-vZVtdLX38goxyjJHK

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-  Document created by Juana Escobar (juana@ci.guadalupe.ca.us)
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