

MEMORANDUM OF UNDERSTANDING

BETWEEN AND FOR

CITY OF COALINGA

AND

COALINGA PUBLIC SAFETY NON-SWORN UNION

July 1, 2023 – June 30, 2026

CITY OF COALINGA AND COALINGA PUBLIC SAFETY NON-SWORN MOU

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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU), herein referred to as "Agreement", is made and entered into on, by and between the City of Coalinga, hereinafter referred to as the "City," and the hereinafter referred to as the "Union".

**ARTICLE I
INTENT AND PURPOSE**

SECTION 1.01. INTENT AND PURPOSE. The intent and purpose of this Agreement is to foster open communication and a spirit of good will between the employees of the City represented by the Union, a recognized unit of representation, and the City of Coalinga, a Municipal Corporation and political subdivision of the State of California, regarding the mutual obligation of the parties to meet and confer in "good faith" regarding wages, benefits, and other terms and conditions of employment as required by that section of the California Government Code known as the Meyers-Milias-Brown Act.

**ARTICLE II
FULL UNDERSTANDING**

SECTION 2.01. FULL UNDERSTANDING. The Union and the City agree that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the scope of bargaining and that this present document represents the full and complete understanding and agreement of the parties on the terms and conditions of employment specifically addressed herein and that all changes will be effective the start of the pay period following City Council approval of this Agreement.

**ARTICLE III
RECOGNITION AND NON-DISCRIMINATION**

SECTION 3.01. RECOGNITION AND COVERED EMPLOYEES. The City hereby confirms its continued recognition of the Union as the exclusive representative of all regular and probationary employees within the job classifications listed below as covered by this Agreement, subject to an individual employee's right to self-representation as provided by Government Codes Section 3502.

Employees in the following classifications are covered by this agreement:

Police Technician I, II, III (Full-Time and Part-Time)
Non-Safety Emergency Medical Technician (EMT)
Non-Safety Paramedic
Animal Control Officer I, II, III (Full-Time and Part-Time)

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Management, temporary employees, volunteers, and reservists are not included in the recognized unit of representation and are not covered by this agreement.

SECTION 3.02. NON-DISCRIMINATION. The City and the Union agree that there will be no discrimination against any employees because of race, religious creed, color, sex, sexual harassment, national origin, age, marital status, medical condition, sexual orientation, physical or mental disability or any other basis protected by federal, state, or local law or ordinance or regulation.

SECTION 3.03. UNION AFFILIATION. The City and the Union agree to protect the rights of all employees to exercise their free choice to join or refrain from joining the Union.

SECTION 3.04. PARTICIPATION IN UNION ACTIVITIES. The City agrees not to intimidate any employee or attempt to restrain any employee or in any way limit the full and free expression of any employee's rights to participate in the Union's lawful activities. The Union and its members agree not to intimidate, restrain, or otherwise punish any employee exercising their right to full and free expression and their right to join or not join the Union or participate in Union activities.

ARTICLE IV DUES DEDUCTION

SECTION 4.01. DUES DEDUCTION. The City agrees to withhold from Union member's pay, the appropriate amount required by the Union for dues. The amount to be withheld shall be the annual amount required pro rata on a bi-weekly basis. The member, prior to withholding, shall be required to sign an authorization for the City to withhold such an amount. In addition, the City agrees to forward to the appropriate Union representative, the total amount withheld on a bi-weekly period within a reasonable time following the pay period.

ARTICLE V AUTHORIZED REPRESENTATIVES

SECTION 5.01 AUTHORIZED REPRESENTATIVES. For purposes of administering the terms and provisions of the various ordinances, resolutions, rules, and regulations adopted with this Agreement, the City's principal authorized agent shall be the City Manager or designated representative(s), the Union's principal authorized agent shall be the President of the Union or designated representative. In addition to the President, up to three members of the Union may be designated to represent the Union. Such designation shall be in written form and signed by the President.

SECTION 5.02. TIME OFF FOR REPRESENTATIVES. The City will allow reasonable time off for the Union's representatives to attend meetings with City representatives for the purpose of

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negotiating a successor agreement, processing grievances pursuant to the City's grievance procedure, and representing Union members in internal discipline matters. However, the Department Head, City Manager, or an authorized representative of the City, must approve any such time in advance. No more than two (2) Union representatives may be released from work at one time. However, nothing shall prevent "off duty" representatives from attending to any Union matters.

ARTICLE VI HOURS AND WORKING CONDITIONS

SECTION 6.01. WORK SCHEDULES. The City will make every effort to avoid five (5) day back-to-back work schedules for Police Technicians except under extenuating circumstances. A five-day back-to-back work schedule would result in the employee working ten (10) days straight without a day off. The parties agree to an alternative "4/10" work schedule for Records staff. The alternative work schedule may be terminated at any time by the City Manager or the affected Records employees by providing a two-week notice in writing. Work schedules are assigned based on seniority pursuant to Coalinga Police Department Policy 1019.

SECTION 6.02. WORK SCHEDULE CHANGES.

- A. Police Technicians will receive work schedules at least three weeks prior to implementation.
- B. Any change to the posted work schedule that affects a full-time Police Technician requires at least three weeks' prior notice to the affected employee except in situations where such a change is necessitated by event(s) beyond the City's control. If the City changes an employee's schedule without giving three weeks' notice, the City shall pay each affected employee a stipend of \$25. This stipend is paid per occurrence, not per shift. For example, if a scheduled change is required that is in the City's control and such change affects multiple shifts the City will pay the employee
- C. \$25 because the schedule was changed without notice on one (1) occasion.

SECTION 6.03. OVERTIME

- A. **DEFINITION.** Overtime is defined as assigned and authorized, or otherwise permitted time actually worked beyond the established 40 hours for non-sworn personnel. Sick leave, vacation, holidays and compensatory time will not count as hours worked for the purposes of computing overtime.
- B. **BASIC RATE.** Except as otherwise provided in this Memorandum of Understanding, at the Department Head's discretion, compensation for overtime shall be either one and one half (1 1/2) times the regular rate of pay or one and one half (1 1/2) hours compensatory time for each hour worked.

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- C. COMPENSATORY TIME.** Full-Time Police Technicians and Full-Time Animal Control Officers may accumulate up to 400 hours of compensatory time. Police Technicians and Animal Control Officers with 400 hours of compensatory time will receive overtime pay and not be eligible to earn additional compensatory time. Police Technicians and Animal Control Officers may cash out compensatory time in excess of 200 hours once each calendar year. Police Technicians and Animal Control Officers wishing to cash out these hours must submit a written request to payroll by December 1 to receive payment through regular payroll on or about December 15.
- D. CONVERSION OF COMPENSATORY TIME.** Full-time Police Technicians and Full-Time Animal Control Officers may convert compensatory time accruals over 80 hours to pay for all or a portion of dependent health care premiums, to an AFLAC health account, or to employee's 457 Deferred Compensation Plan, pursuant to maximum annual contribution regulations established by the Internal Revenue Service. With respect to a deferred compensation conversion, Police Technicians and Animal Control Officers who qualify must notify the Human Resources Department of their decision to convert compensatory time by December 1 and conversion shall take place by December 15.

SECTION 6.04. CALLBACK PAY. Full-Time Police Technicians and Full-Time Animal Control Officers called back to work by the Department Head or a designated representative shall be paid a minimum of four (4) hours straight-time pay or one and one half (1 1/2) times regular rate of pay or one and one half (1 1/2) hours compensatory time for each hour worked if the employee works in excess of 40 hours in a pay period. The Department Head may elect to fill station staffing needs personally or by the Commander when, in the Department Head's judgment, the best interest of the department would be served.

SECTION 6.05. COURT PAY. Police Technicians subpoenaed to appear in court in connection with their official duties on a regularly scheduled day off, and who are called to report to court, shall receive a minimum of four (4) hours straight-time pay or one and one half (1 1/2) times regular rate of pay or one and one half (1 1/2) hours compensatory time for each hour worked if employee works in excess of 40 hours in a pay period.

SECTION 6.06. STANDBY PAY. Employees ordered by the Department Head or authorized designee to stand by for court time or for other operational functions and restricted as to their movement while off duty shall be entitled to standby pay. Standby pay shall be calculated as follows: One and one half times the employee's regular hourly rate times twenty-five percent (1.5 x regular hourly rate x 25% = standby pay rate). Standby pay shall be paid for fifty-percent (50%) of the time the employee is required to standby, but in no event shall the pay be less than the pay for a one-hour minimum, calculated in accordance with the standby pay formula herein described. For example: Assume an employee was asked to standby for a four (4) hour period. If the employee's regular hourly rate is \$20.00 per hour, the calculation for the Standby Pay would be $\$20.00 \times 1.5 \times .25 = \7.50 per hour. Four (4) hours x \$7.50 = \$30.00. If the employee were on standby for 1/2 hour, the employee should be paid the minimum (1 hour's pay).

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SECTION 6.07. ANNUAL TRAINING. The City will make every effort to provide each Full-time Police Technician 24 hours of annual training. However, both the City and the Union recognize that staff size and availability may make this training goal difficult to achieve.

SECTION 6.08. PART-TIME TO FULL-TIME PATHWAY. Prior to posting a Full-Time Police Technician or Animal Control Officer vacancy for external recruitment, the Full-Time vacancy will be offered, in writing, to employees within the equivalent Part-Time classification, in order of seniority.

ARTICLE VII WAGES

SECTION 7.01. WAGES. The salary plan is located in Attachments "A" and "B". Said salary plans shall remain in effect for all job classifications throughout the term of this agreement.

SECTION 7.02. SALARY REOPENER. The City agrees to complete a salary survey of comparable cities each April. Should the wages of employees represented by this agreement fall five percent (5%) or more below the average wages of comparable cities, the City agrees to a wage reopener within the agreement term.

SECTION 7.03. OUT-OF-CLASS PAY. It is agreed between the parties that employees requested to work out-of-class must do so for four (4) complete consecutive shifts to receive out-of-class pay. The rate to be paid shall be the first step in the salary range of the position being filled. In the event that rate of pay would result in an increase of less than five percent (5%), the employee will be paid a minimum of five (5%) over the employee's base salary.

SECTION 7.04. EDUCATIONAL ACHIEVEMENT COMPENSATION/ TRAINING INCENTIVE PAY.

A. Educational Achievement Compensation for employees in a related field of study that pertains to the services provided by the Department shall be as follows for all employees irrespective of rank and pay grade.

1. Associate of Arts/Associate of Science - two percent (2%) above base pay, or
2. Bachelor of Arts/Bachelor of Science – four percent (4%) above base pay.

B. The degree must be from an accredited institution and documented by the City Manager.

SECTION 7.05. LONGEVITY PAY. Beginning the pay period following the tenth (10th) anniversary date of service to the City, a Full-Time Police Technician or a Full-Time Animal Control Officer shall be entitled to longevity pay of 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 Full-Time Police Technician or a Full-Time Animal Control Officer shall be entitled to longevity pay of an additional one and one half percent (1.5%) of base pay. Beginning the pay period following the twentieth (20th) anniversary date of service to the City, a Full-time Police Technician or a Full-Time Animal Control Officer shall be entitled to longevity pay of an additional one and one half percent (1.5%) above base pay. Longevity pay only applies if the Full-time Police Technician or Full-Time Animal Control Officer has had no safety violations or formal disciplinary actions in the most recent 12- month period immediately preceding the pay and an overall rating of competent on the most recent annual performance evaluation.

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SECTION 7.06. TRAINING AND TRAINING PAY.

- A.** The City shall schedule all Police Technicians, within six (6) months of completing their probationary period, to attend a POST Public Safety Dispatcher Certification course.
- B.** Police Technicians may be designated to train new employees in specialized tasks such as public safety dispatching and to periodically provide training to existing employees regarding changing procedures, rules, regulations, department and city policies, and or the use of new equipment, etc. This does not include routine orientation and familiarization training provided to new employees. An employee designated by the Chief of Police to provide such training will be additionally compensated at a flat rate of \$75.00 per month. Any such assignments 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.

SECTION 7.07. SHIFT DIFFERENTIAL PAY.

- A.** Police Technicians assigned to work graveyard shift for the scheduled work period shall receive an additional one percent (1 %) above base pay. Shifts designated as Graveyard and Night are the graveyard shift.
- B.** In the event of an extended shift, the differential on the overtime shall be the same as the assigned shift.

SECTION 7.08. BILINGUAL PAY. When an employee is required to use bilingual skills on a continuous basis outside of his/her normal and typical duties, that employee shall be granted \$150.00 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.

ARTICLE VIII VACATION¹ SICK AND HOLIDAY LEAVE

SECTION 8.01. VACATION ACCRUAL.

- A.** Full-Time Police Technicians and Full-Time Animal Control Officers shall accrue three (3) weeks paid vacation for a total of 120 hours annually. Part-Time Police Technicians and Part-Time Animal Control Officers shall accrue a prorated amount of paid vacation for a total of 56 hours annually. Vacation accrual is capped at 480 hours.
- B.** Non-Safety Emergency Medical Technicians and Non-Safety Paramedics shall accrue 144 hours of vacation annually. Vacation accrual is capped at 288 hours.

SECTION 8.02. VACATION USE.

- A.** For Police Technicians and Animal Control Officers, Vacation time shall be scheduled in advance and the schedule will be submitted to the Department Head for approval on an annual basis, and may be rescheduled by the Department Head when necessary.

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- B. For Non-Safety Emergency Medical Technicians and Non-Safety Paramedics, Vacation time shall be scheduled in advance and the request shall be submitted to the shift supervisor for approval at least fourteen (14) days in advance.
- C. New employees may begin using accrued vacation time after date of employment. However, it is understood that use of vacation time remains at the discretion of the Department Head, consistent with the provisions of Paragraph A or B.

SECTION 8.03. HOLIDAY LEAVE. Full-Time Police Technicians and Full-Time Animal Control Officers accrue 96 hours in lieu of prescribed holidays. Holiday time accrues at 3.6923 hours each pay period and is reflected as part of vacation accruals. Holiday time shall be scheduled in the same manner as prescribed in Section 8.02A.

SECTION 8.04. HOLIDAY VACATION BUY BACK. At the Full-time Police Technician's or Full-Time Animal Control Officer's request, the City will convert, at the then current rate of pay, employee's vacation/holiday hours in excess of 280 hours. The payroll office will make one end-of-fiscal-year transfer and one end-of-calendar-year transfer to the 457 Deferred Compensation Plan or cash out the excess to the employee. Contributions to the 457 are made pursuant to maximum annual contribution regulations established by the Internal Revenue Service. Employees who elect to cash out the excess shall receive a separate check on or about the last payroll of each fiscal and calendar year. The maximum buy back amount remains at 200 hours per fiscal year.

SECTION 8.05. MAXIMUM SICK LEAVE ACCRUAL.

- A. Full-time Police Technicians and Full-Time Animal Control Officers shall accrue 96 hours of sick leave annually. Part-time Police Technicians and Animal Control Officers shall accrue a prorated amount of sick leave at the rate of 46 hours annually. The maximum accrual (cap) for sick leave is 800 hours. Police Technicians leaving in good standing after completing ten (10) years of service and having a sick leave balance that exceeds 640 hours will receive compensation for 10% of the balance or 110 hours, whichever is less. Police Technicians who retire from the City will receive compensation for 25% of their balance or 160 hours, whichever is less.
- B. Non-Safety Emergency Medical Technicians and Non-Safety Paramedics shall accrue 288 hours of sick leave annually. The maximum accrual (cap) for sick leave is 576.

SECTION 8.06. CONVERSION OF SICK LEAVE. Full-time Police Technicians and Full-Time Animal Control Officers may convert sick leave accruals over 192 hours to pay for all or a portion of dependent health care premiums, to an AFLAC health account, and to employee's 457 Deferred Compensation Plan, pursuant to maximum annual contribution regulations established by the Internal Revenue Service. With respect to a deferred compensation conversion, Police Technicians who qualify must notify payroll of their decision to convert sick leave by December 1 for conversion to take place by December 15 and by June 1 for conversion to take place by June 15. The maximum fiscal year conversion remains 96 hours.

**ARTICLE IX
HEALTH AND WELFARE**

SECTION 9.01. HEALTH AND LIFE INSURANCE COMMITTEE The parties agree the committee is composed of two (2) members from each of the bargaining units and two (2) members from the non-represented group of City employees. Each member serves as a representative for their bargaining unit or non-represented group. The Personnel Officer attends all committee meetings on behalf of the City but is a non-voting party. The committee is expected to meet periodically to review the City's health and life insurance plans and alternative options. Each committee member is entitled to a vote. The committee's recommendations for plan changes will be presented to the City Manager and City Council via the Personnel Officer.

SECTION 9.02. CHANGES IN BENEFITS. The City shall make every reasonable effort to give the Association adequate notice of any proposed material changes in employee benefits or insurance carriers, in order to allow the Association to request to meet and confer and to hold meetings with the City about the proposed changes.

SECTION 9.03. RETIREMENT PLAN. The parties agree that the City and members will participate in a CalPERS defined benefit plan with a formula of "2% at 55 for Classic Members" and a "2% at 62 for PEPRAs Members" for full-time employees.

This section does not alter or affect the 457 Deferred Compensation Plan.

SECTION 9.04. DEFERRED COMPENSATION. Full-time employees may voluntarily participate in the ICMA 457 Deferred Compensation Plan. The City agrees to continue to match fifty percent (50%) of a Full-time Police Technician's or Animal Control Officer's contribution up to a maximum of three percent (3.0%) of the employee's annual salary.

SECTION 9.05. COMPREHENSIVE BENEFITS PACKAGE. The City will continue to provide its full-time employees a comprehensive Health, Dental, Vision, Life, and Disability benefits package that consists of the following:

- A. Medical, hospital, chiropractic, dental and vision. The City's cost of the coverage is 100% for full-time employees and 57.5% for dependents of Police Technicians and 50% for dependents of Non-Safety Emergency Medical Technicians and Non-Safety Paramedics on the HMO plan. Police Technicians pay 42.5% of the premium costs for dependent coverage for the HMO plan. Non-Safety Emergency Medical Technicians and Non-Safety Paramedics pay 50% of the premium costs for dependent coverage for the HMO plan. Employees may elect to enroll in a PPO plan rather than the HMO plan. Employees who elect the PPO plan will pay the difference in employee and dependent coverage between the HMO plan and the PPO plan.

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- B. Life Insurance. An employee's life and accidental death and dismemberment policy is at no cost to the employee. The face amount of the insurance for non-management employees is
- C. \$50,000.
- D. Additional Life Coverage. Employees have an option to increase their life insurance coverage in units of \$10,000 to a maximum of \$250,000. Additional Life in excess of \$50,000 is subject to medical underwriting approval. Dependents life insurance for spouse and children is also available. The employee through payroll deductions pays the expense of the additional coverage.
- E. Employee Assistance Program. Employees have access to an Employee Assistance Program (EAP) for work life services, and legal and financial counseling.
- F. Long-Term Disability Plan. Employees have income protection in case of a long-term disability. The employee through payroll deductions pays the expense of the additional coverage.

**ARTICLE X
UNIFORMS**

SECTION 10.01. UNIFORM ALLOWANCES. The City agrees to provide the following annual uniform allowances:

<u>Position</u>	
Non-Safety Emergency Medical Technicians and Paramedics	\$ 750.00
Police Technicians (Full-Time).....	\$1350.00
Animal Control Officers.....	\$1200.00
Police Technicians (Part-Time)	\$ 350.00

The uniform allowance will be paid to each employee with two (2). Uniform allowance payments will be paid on or about each succeeding April 1 and October 1. New full-time employees will receive an advanced uniform allowance check for 50% of their annual uniform allowance when initially hired. This advance must be repaid if the employee leaves City employment prior to six (6) months of employment.

**ARTICLE XI
CITY RIGHTS**

SECTION 11.01. CITY RIGHTS. Except as otherwise provided in this Agreement or by law, the City has and retains the sole and exclusive rights and functions of management, including, but not limited to the following:

1. To determine the nature and extent of services to be performed, as well as the right to determine and implement its public function and responsibility.
2. To manage all facilities and operations of the City, including the methods, means and

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personnel by which the City operations are to be conducted.

3. To schedule working hours and assign work that provides the best use of manpower resources.
4. To establish, modify, or change work schedules or standards.
5. To direct the working forces, including the right to hire, assign, promote, demote or transfer any employees.
6. To determine the location of all plants and facilities.
7. To determine the layout of machinery, equipment or materials to be used.
8. To determine processes, techniques, methods, and means of all operations including changes or adjustments of any machinery or equipment.
9. To determine the size and composition of the workforce.
10. To determine policy and procedures affecting the selection or training of an employee.
11. To establish, assess, and implement employee performance standards, including, but not limited to quality and quantity standards, the assessment of employee performance, and the procedures for said assessment.
12. To control and determine the use and location of City property, material, machinery, and/or equipment.
13. To schedule the operation of and to determine the number and duration of shifts.
14. To determine safety, health, and property protection measures.
15. To transfer work from one job to another or from one location or unit to another.
16. To introduce new, improved or different methods of operations, or to change existing methods.
17. To lay off employees for lack of work, lack of funds, or any other reason.
18. To reprimand, suspend, discharge or otherwise discipline employees.
19. To establish, modify, or eliminate job classifications.
20. To promulgate, modify, and enforce work and safety rules and regulations.

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21. To take such other and further actions as may be necessary to organize and operate the City in the most efficient and economical manner and in the best interest of the public it serves.

**ARTICLE XII
GRIEVANCE PROCEDURE**

SECTION 12.01. GRIEVANCE PROCEDURE. All covered employees, and the Association on its own behalf, shall be entitled to use the provisions of the City's existing grievance procedure.

**ARTICLE XIII
AMERICANS WITH DISABILITIES ACT**

SECTION 13.01. AMERICANS WITH DISABILITIES ACT. The City and the Association recognize that the City has an obligation under law to meet with individual employees who allege a need for reasonable accommodations in the workplace because of a disability. If due to the previously mentioned requirement, the City contemplates actions to provide reasonable accommodation to an individual employee in compliance with the ADA, which are in potential conflict with any provision of this Memorandum of Understanding, the Association will be advised of any such proposed accommodation prior to any implementation by the City.

**ARTICLE XIV
FUTURE NEGOTIATIONS**

SECTION 14.01. FUTURE NEGOTIATIONS. It is desirable and advantageous to both the City and the Association that a new Memorandum of Understanding be agreed upon and in place upon the expiration of this existing Agreement. To that end, the parties agree as follows:

1. The Association will submit to the City Manager no later than the fifteenth day of September immediately preceding the expiration of this Agreement and prior to any meeting between the City's negotiation team, a preliminary proposal for the period beginning upon expiration of this Memorandum of Understanding.

Both parties agree to make a good faith effort to complete negotiations prior to the first

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day of December immediately preceding expiration of this Memorandum of Understanding.
A good faith effort would include, but not limited to:

- a. Reasonable agreement of and attendance at negotiation meetings between the City and the Association representatives.
- b. Reasonable and expedient disbursement and communication by each party to its respective governing body (i.e., City Council and the Association members) of any proposal made by the other party when necessary or agreed upon.
- c. Open and continued communication between the parties during negotiations until agreement is reached.

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**ARTICLE XV
DURATION OF AGREEMENT**

SECTION 15.01. DURATION OF AGREEMENT. Except as set forth in this document, the MOU shall become effective following ratification by the Association and adoption by the City Council and shall remain in full force, effect to, and including July 1, 2023, through June 30, 2026.

For City of Coalinga

Date:

By: 
.....
Marissa Trejo

For Union

Date: 9/6/23

By: 
.....
Ana Vazquez

Date: 9-6-23

By: 
.....
Kevin Smith

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Attachment A

City of Coalinga Police Non-Sworn Pay Scale

Effective: September 11, 2023

Approved:

Revised:

<u>Grade</u>	<u>Position</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
22	Animal Control Officer I						
	Annually	\$34,452.34	\$36,265.71	\$38,079.00	\$39,982.95	\$41,982.09	\$44,081.20
	Monthly	\$2,871.3	\$3,022.14	\$3,173.25	\$3,331.91	\$3,498.51	\$3,673.43
	Bi-Weekly	\$1,325.09	\$1,394.83	\$1,464.58	\$1,537.81	\$1,614.70	\$1,659.43
	Hourly	\$16.5636	\$17.4354	\$18.3072	\$19.2226	\$20.1837	\$21.1929
23	Animal Control Officer II						
	Annually	\$36,265.71	\$38,079.00	\$39,982.95	\$41,982.09	\$44,081.20	\$46,285.26
	Monthly	\$3,022.14	\$3,173.25	\$3,331.91	\$3,498.51	\$3,673.43	\$3,857.10
	Bi-Weekly	\$1,394.83	\$1,464.58	\$1,537.81	\$1,614.70	\$1,659.43	\$1,780.20
	Hourly	\$17.4354	\$18.3072	\$19.2226	\$20.1837	\$21.1929	\$22.2525
24							
	Annually	\$38,079.00	\$39,982.95	\$41,982.09	\$44,081.20	\$46,285.26	\$48,599.52
	Monthly	\$3,173.25	\$3,331.91	\$3,498.51	\$3,673.43	\$3,857.10	\$4,049.96
	Bi-Weekly	\$1,464.58	\$1,537.81	\$1,614.70	\$1,659.43	\$1,780.20	\$1,869.21
	Hourly	\$18.3072	\$19.2226	\$20.1837	\$21.1929	\$22.2525	\$23.3652
25	Police Technician I Animal Control Officer III						
	Annually	\$39,982.95	\$41,982.09	\$44,081.20	\$46,285.26	\$48,599.52	\$51,029.50
	Monthly	\$3,331.91	\$3,498.51	\$3,673.43	\$3,857.10	\$4,049.96	\$4,252.46
	Bi-Weekly	\$1,537.81	\$1,614.70	\$1,659.43	\$1,780.20	\$1,869.21	\$1,962.67
	Hourly	\$19.2226	\$20.1837	\$21.1929	\$22.2525	\$23.3652	\$24.5334
26	Police Technician II						
	Annually	\$41,982.09	\$44,081.20	\$46,285.26	\$48,599.52	\$51,029.50	\$53,580.97
	Monthly	\$3,498.51	\$3,673.43	\$3,857.10	\$4,049.96	\$4,252.46	\$4,465.08
	Bi-Weekly	\$1,614.70	\$1,659.43	\$1,780.20	\$1,869.21	\$1,962.67	\$2,060.81
	Hourly	\$20.1837	\$21.1929	\$22.2525	\$23.3652	\$24.5334	\$25.7601
27	Police Technician III						
	Annually	\$44,081.20	\$46,285.26	\$48,599.52	\$51,029.50	\$53,580.97	\$56,260.02
	Monthly	\$3,673.43	\$3,857.10	\$4,049.96	\$4,252.46	\$4,465.08	\$4,688.33
	Bi-Weekly	\$1,659.43	\$1,780.20	\$1,869.21	\$1,962.67	\$2,060.81	\$2,163.85
	Hourly	\$21.1929	\$22.2525	\$23.3652	\$24.5334	\$25.7601	\$27.0481

City of Coalinga Police Non-Sworn Pay Scale

Effective: July 1, 2024

Approved:

Revised:

Grade	Position	Step A	Step B	Step C	Step D	Step E	Step F
22	Animal Control Officer I						
	Annually	\$35,131.20	\$36,982.40	\$38,833.60	\$40,768.00	\$42,827.20	\$44,969.60
	Monthly	\$2,927.60	\$3,081.87	\$3,236.13	\$3,397.33	\$3,568.93	\$3,747.47
	Bi-Weekly	\$1,351.20	\$1,422.40	\$1,493.60	\$1,568.00	\$1,647.20	\$1,729.60
	Hourly	\$16.89	\$17.78	\$18.67	\$19.60	\$20.59	\$21.62
23	Animal Control Officer II						
	Annually	\$36,982.40	\$38,833.60	\$40,768.00	\$42,827.20	\$44,969.60	\$47,216.00
	Monthly	\$3,081.87	\$3,236.13	\$3,397.33	\$3,568.93	\$3,747.47	\$3,934.67
	Bi-Weekly	\$1,422.40	\$1,493.60	\$1,568.00	\$1,647.20	\$1,729.60	\$1,816.00
	Hourly	\$17.78	\$18.67	\$19.60	\$20.59	\$21.62	\$22.70
24							
	Annually	\$38,833.60	\$40,768.00	\$42,827.20	\$44,969.60	\$47,216.00	\$49,566.40
	Monthly	\$3,236.13	\$3,397.33	\$3,568.93	\$3,747.47	\$3,934.67	\$4,130.53
	Bi-Weekly	\$1,493.60	\$1,568.00	\$1,647.20	\$1,729.60	\$1,816.00	\$1,906.40
	Hourly	\$18.67	\$19.60	\$20.59	\$21.62	\$22.70	\$23.83
25	Police Technician I Animal Control Officer III						
	Annually	\$40,768.00	\$42,827.20	\$44,969.60	\$47,216.00	\$49,566.40	\$52,041.60
	Monthly	\$3,397.33	\$3,568.93	\$3,747.47	\$3,934.67	\$4,130.53	\$4,336.80
	Bi-Weekly	\$1,568.00	\$1,647.20	\$1,729.60	\$1,816.00	\$1,906.40	\$2,001.60
	Hourly	\$19.60	\$20.59	\$21.62	\$22.70	\$23.83	\$25.02
26	Police Technician II						
	Annually	\$42,827.20	\$44,969.60	\$47,216.00	\$49,566.40	\$52,041.60	\$54,662.40
	Monthly	\$3,568.93	\$3,747.47	\$3,934.67	\$4,130.53	\$4,336.80	\$4,555.20
	Bi-Weekly	\$1,647.20	\$1,729.60	\$1,816.00	\$1,906.40	\$2,001.60	\$2,102.40
	Hourly	\$20.59	\$21.62	\$22.70	\$23.83	\$25.02	\$26.28
27	Police Technician III						
	Annually	\$44,969.60	\$47,216.00	\$49,566.40	\$52,041.60	\$54,662.40	\$57,387.20
	Monthly	\$3,747.47	\$3,934.67	\$4,130.53	\$4,336.80	\$4,555.20	\$4,782.27
	Bi-Weekly	\$1,729.60	\$1,816.00	\$1,906.40	\$2,001.60	\$2,102.40	\$2,207.20
	Hourly	\$21.62	\$22.70	\$23.83	\$25.02	\$26.28	\$27.59

City of Coalinga Police Non-Sworn Pay Scale

Effective: July 1, 2025

Approved:

Revised:

Grade	Position	Step A	Step B	Step C	Step D	Step E	Step F
22	Animal Control Officer I						
	Annually	\$35,838.40	\$37,731.20	\$39,603.20	\$41,579.20	\$43,680.00	\$45,864.00
	Monthly	\$2,986.53	\$3,144.27	\$3,300.27	\$3,464.93	\$3,640.00	\$3,822.00
	Bi-Weekly	\$1,378.40	\$1,451.20	\$1,523.20	\$1,599.20	\$1,680.00	\$1,764.00
	Hourly	\$17.23	\$18.14	\$19.04	\$19.99	\$21.00	\$22.05
23	Animal Control Officer II						
	Annually	\$37,731.20	\$39,603.20	\$41,579.20	\$43,680.00	\$45,864.00	\$48,152.00
	Monthly	\$3,144.27	\$3,300.27	\$3,464.93	\$3,640.00	\$3,822.00	\$4,012.67
	Bi-Weekly	\$1,451.20	\$1,523.20	\$1,599.20	\$1,680.00	\$1,764.00	\$1,852.00
	Hourly	\$18.14	\$19.04	\$19.99	\$21.00	\$22.05	\$23.15
24							
	Annually	\$39,603.20	\$41,579.20	\$43,680.00	\$45,864.00	\$48,152.00	\$50,564.80
	Monthly	\$3,300.27	\$3,464.93	\$3,640.00	\$3,822.00	\$4,012.67	\$4,213.73
	Bi-Weekly	\$1,523.20	\$1,599.20	\$1,680.00	\$1,764.00	\$1,852.00	\$1,944.80
	Hourly	\$19.04	\$19.99	\$21.00	\$22.05	\$23.15	\$24.31
25	Police Technician I Animal Control Officer III						
	Annually	\$41,579.20	\$43,680.00	\$45,864.00	\$48,152.00	\$50,564.80	\$53,081.60
	Monthly	\$3,464.93	\$3,640.00	\$3,822.00	\$4,012.67	\$4,213.73	\$4,423.47
	Bi-Weekly	\$1,599.20	\$1,680.00	\$1,764.00	\$1,852.00	\$1,944.80	\$2,041.60
	Hourly	\$19.99	\$21.00	\$22.05	\$23.15	\$24.31	\$25.52
26	Police Technician II						
	Annually	\$43,680.00	\$45,864.00	\$48,152.00	\$50,564.80	\$53,081.60	\$55,744.00
	Monthly	\$3,640.00	\$3,822.00	\$4,012.67	\$4,213.73	\$4,423.47	\$4,645.33
	Bi-Weekly	\$1,680.00	\$1,764.00	\$1,852.00	\$1,944.80	\$2,041.60	\$2,144.00
	Hourly	\$21.00	\$22.05	\$23.15	\$24.31	\$25.52	\$26.80
27	Police Technician III						
	Annually	\$45,864.00	\$48,152.00	\$50,564.80	\$53,081.60	\$55,744.00	\$58,531.20
	Monthly	\$3,822.00	\$4,012.67	\$4,213.73	\$4,423.47	\$4,645.33	\$4,877.60
	Bi-Weekly	\$1,764.00	\$1,852.00	\$1,944.80	\$2,041.60	\$2,144.00	\$2,251.20
	Hourly	\$22.05	\$23.15	\$24.31	\$25.52	\$26.80	\$28.14

Attachment B

City of Coalinga Non-Safety Emergency Medical Services (NSEMS)

Effective: February 2, 2023

Approved: February 2, 2023

Revised: February 2, 2023

<u>Grade</u>	<u>Position</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
1	Emergency Medical Technician (EMT)					
	Annually**	\$56,576.00	\$59,404.80	\$62,366.72	\$65,495.04	\$68,756.48
	Monthly**	\$4,714.67	\$4,950.40	\$5,197.23	\$5,457.92	\$5,729.71
	Bi-Weekly**	\$2,176.00	\$2,284.80	\$2,398.72	\$2,519.04	\$2,644.48
	Hourly*	\$17.00	\$17.85	\$18.74	\$19.68	\$20.66
2	Paramedic					
	Annually**	\$62,366.72	\$65,495.04	\$68,756.48	\$72,184.32	\$75,778.56
	Monthly**	\$5,197.23	\$5,457.92	\$5,729.71	\$6,015.36	\$6,314.88
	Bi-Weekly**	\$2,398.72	\$2,519.04	\$2,644.48	\$2,776.32	\$2,914.56
	Hourly*	\$18.74	\$19.68	\$20.66	\$21.69	\$22.77

* Emergency Medical Technicians and Paramedics are paid an hourly rate.

** Estimates which account for 2912 hours worked with OT amounts factored in (2080 hours at hourly rate, 832 hours at base OT rate not factoring in any incentives). Subject to change depending on work schedule and the number of hours worked by the hourly employee.

City of Coalinga Non-Safety Emergency Medical Services (NSEMS) Draft

Effective: July 1, 2024

Approved:

Revised:

<u>Grade</u>	<u>Position</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
1	Emergency Medical Technician (EMT)					
	Annually**	\$57,707.52	\$60,602.88	\$63,598.08	\$66,792.96	\$70,120.96
	Monthly**	\$4,808.96	\$5,050.24	\$5,299.84	\$5,566.08	\$5,843.41
	Bi-Weekly**	\$2,219.52	\$2,330.88	\$2,446.08	\$2,568.96	\$2,696.96
	Hourly*	\$17.34	\$18.21	\$19.11	\$20.07	\$21.07
2	Paramedic					
	Annually**	\$63,598.08	\$66,792.96	\$70,120.96	\$73,615.36	\$77,309.44
	Monthly**	\$5,299.84	\$5,566.08	\$5,843.41	\$6,134.61	\$6,442.45
	Bi-Weekly**	\$2,446.08	\$2,568.96	\$2,696.96	\$2,831.36	\$2,973.44
	Hourly*	\$19.11	\$20.07	\$21.07	\$22.12	\$23.23

* Emergency Medical Technicians and Paramedics are paid an hourly rate.

** Estimates which account for 2912 hours worked with OT amounts factored in (2080 hours at hourly rate, 832 hours at base OT rate not factoring in any incentives). Subject to change depending on work schedule and the number of hours worked by the hourly employee.

City of Coalinga Non-Safety Emergency Medical Services (NSEMS) Draft

Effective: July 1, 2025

Approved:

Revised:

<u>Grade</u>	<u>Position</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
1	Emergency Medical Technician (EMT)					
	Annually**	\$58,872.32	\$61,800.96	\$64,862.72	\$68,124.16	\$71,518.72
	Monthly**	\$4,906.03	\$5,150.08	\$5,405.23	\$5,677.01	\$5,959.89
	Bi-Weekly**	\$2,264.32	\$2,376.96	\$2,494.72	\$2,620.16	\$2,750.72
	Hourly*	\$17.69	\$18.57	\$19.49	\$20.47	\$21.49
2	Paramedic					
	Annually**	\$64,862.72	\$68,124.16	\$71,518.72	\$75,079.68	\$78,840.32
	Monthly**	\$5,405.23	\$5,677.01	\$5,959.89	\$6,256.64	\$6,570.03
	Bi-Weekly**	\$2,494.72	\$2,620.16	\$2,750.72	\$2,887.68	\$3,032.32
	Hourly*	\$19.49	\$20.47	\$21.49	\$22.56	\$23.69

* Emergency Medical Technicians and Paramedics are paid an hourly rate.

** Estimates which account for 2912 hours worked with OT amounts factored in (2080 hours at hourly rate, 832 hours at base OT rate not factoring in any incentives). Subject to change depending on work schedule and the number of hours worked by the hourly employee.