

# **MEMORANDUM OF UNDERSTANDING**

**BETWEEN AND FOR THE**

**CITY OF FRESNO**

**AND**

**FRESNO POLICE OFFICERS ASSOCIATION**

**(Police Management – Unit 9)**

~~**June 17, 2024 – June 15, 2025**~~

**June 16, 2025 – June 13, 2027**

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### LEGEND

\* \* \* = deleted old language  
[§ deleted] = section/subsection deleted/moved  
[§§ deleted] = two or more  
sections/subsections deleted/moved  
**bold type** = new language

## ARTICLE I

### PREAMBLE

#### A. PURPOSE

This Memorandum of Understanding, hereinafter MOU, entered into between the City of Fresno, hereinafter referred to as the City, and the Fresno Police Officers Association, hereinafter referred to as the Association, has as its purpose: to establish wages, hours and other terms and conditions of employment for members of this Unit. Upon approval by the City, other than the modifications set forth herein, the parties agree that until this MOU terminates, all economic benefits currently afforded to affected members shall remain intact without modification unless otherwise agreed to in writing by the parties.

#### B. DEFINITIONS

Unless the particular provision or the context otherwise requires, and, except to the extent that a particular word or phrase is otherwise specifically defined in this MOU, the definitions and provisions contained in Article 3 of Chapter 1 Sections 3-101, 3-201, 3-202, 3-301, 3-401, and 3-603 of the Fresno Municipal Code, hereinafter FMC, shall govern the construction, meaning, and application of words and phrases used herein. The definition of each word or phrase shall constitute, to the extent applicable, the definition of each word or phrase or from which it is a derivative.

#### C. GOVERNING LAWS

The employer-employee relationship between the City and its employees and the City and the Association is governed by Chapter 10 of Division 4 of Title I of the Government Code (Section 3500 et seq., commonly known as the Meyers-Milias-Brown Act), applicable provisions of the Public Employment Relations Board (PERB), the Public Safety Officers Procedural Bill of Rights Act (POBRA) as may be amended from time to time, and Article 6 of Chapter 3 of the FMC. In the event of any conflict between said laws and this MOU, or in the event of conflicts in interpretation, said laws shall govern.

## ARTICLE II

### EMPLOYEE RIGHTS

#### A. GENERAL - EMPLOYEE RIGHTS

The rights of employees are set forth in FMC Section 3-604 and said Section presently reads as follows:

"Employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations including, but not limited to, wages, hours, and other terms and conditions of employment. Employees shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the City. No employees shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City or by an employee or an employee organization because of their exercise of any of these rights. No management employee or confidential employee shall act as a representative of any employee organization which represents employees other than management employees or confidential employees."

#### B. EMPLOYEE RESPONSIBILITIES

All employees in the Police Management Unit acknowledge that the City shall consider the positions and proposals of the Association as the meet and confer positions and proposals of all employees, individually and collectively, in said Unit.

#### C. NONDISCRIMINATION

The provisions of this MOU shall apply equally to and be exercised by all employees of the Unit consistent with state and federal nondiscrimination statutes.

### ARTICLE III

#### CITY RIGHTS

##### A. GENERAL

1. The rights of the City include those rights enumerated in FMC Section 3-605, as the same may be amended from time to time. Specifically:
  - (a) The exclusive rights of the City include, but are not limited to, the right to
    - (1) determine the missions of its constituent departments, divisions, commissions, and boards;
    - (2) set standards of service and municipal fees and charges;
    - (3) determine the procedures and standards of selection for employment, assignment, transfer, and promotion;
    - (4) direct its employees;
    - (5) take disciplinary action;
    - (6) relieve its employees from duty because of lack of work or for other legitimate reasons;
    - (7) maintain the efficiency of governmental operations;
    - (8) determine the methods, means, and personnel by which government operations are to be conducted;
    - (9) determine the content of job classifications;
    - (10) take all necessary actions to carry out its mission in emergencies;
    - (11) exercise complete control and discretion over its organization and the technology of performing its work.
2. The rights of the City include the determination of staffing levels, including but not limited to, staffing by shift and class. Minimum staffing levels, by shift, area, and day of the week, shall be established by appropriate departmental order.

3. All other rights formerly or presently enjoyed by or vested in the City on the effective date of this MOU and not mentioned in Section 1. (a) are retained by and reserved to the City.
4. Nothing in this MOU shall be construed as delegating to others the authority conferred by law on the City, or in any way abridging or reducing such authority.
5. This MOU is not intended to restrict consultation in good faith with the Association regarding matters within the right of the City to determine.



## ARTICLE IV

### RECOGNITION

#### A. RECOGNITION OF UNIT DESCRIPTION

The Police Management Unit consists of all employees holding a permanent position, as defined in FMC Section 3-202 (p)(4), in one of the following classes (hereinafter collectively referred to as employee unless otherwise specified), provided that such Unit may be modified from time to time in the manner designated in the FMC:

Police Lieutenant  
Police Captain  
Deputy Police Chief

#### B. ASSOCIATION RECOGNITION

The City acknowledges the Association as the recognized employee organization representing the Unit, and therefore, shall comply with all provisions of the Meyers-Milias-Brown Act (Government Code §3500 et. seq.) including, but not limited to meeting and conferring in good faith promptly upon request by either party and continue for a reasonable period of time in order to exchange freely information, opinions, and proposals, and to endeavor to reach agreement on a successor MOU.

#### C. CITY RECOGNITION

The Association recognizes the City Manager of the City, or such other person as may be designated in writing, as the designated representative of the City, pursuant to FMC Section 3-615, and shall meet and confer in good faith promptly upon request by the City and continue for a reasonable period of time in order to exchange freely information, opinions, and proposals, and to endeavor to reach agreement on a successor MOU.

#### D. RECOGNITION OF MUTUAL OBLIGATION

The Association and the City recognize and acknowledge their mutual obligation and responsibility to effectuate the purposes set forth in, and to adhere to the conditions and clauses set forth in this MOU.

E. STRIKES

No unlawful strikes or work stoppages of any kind shall be caused or sanctioned by the Association during the term of this MOU.

F. UNILATERAL ACTION

In the event the meet and confer process for a successor MOU results in an impasse, as defined in the FMC, the City shall not take unilateral action regarding wages, hours, and other terms and conditions of employment prior to completion of the impasse procedures, including, but not limited to, mediation and fact finding as outlined in the FMC, Meyers-Milias-Brown Act, and other applicable state laws.

G. COMMENCEMENT OF NEGOTIATIONS

In order that the meet and confer process includes adequate time for the resolution of any impasse, the City shall accept meet and confer process proposals from the Association as early as four (4) months prior to the expiration of this MOU and will be prepared to commence the actual meet and confer process no later than three (3) months prior to the expiration of the MOU.

## ARTICLE V

### SCOPE OF REPRESENTATION

#### A. GENERAL

"Scope of representation" shall be as defined in FMC Section 3-603(w), as the same may be amended from time to time. Said Section presently reads as follows:

"Scope of representation" means all matters relating to employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment. Employee rights, as set forth in Section 3-604, and City rights as set forth in Section 3-605(a), are excluded from the scope of representation.

#### B. REPRESENTATION

1. The City will not interfere with, or discriminate in any way against, any employee by reason of their membership in the Association.
2. The Association agrees to represent Unit employees in a manner consistent with the requirements of the Meyers-Milias-Brown Act, Public Safety Procedural Bill of Rights Act (POBRA), and applicable state and federal regulations.

## ARTICLE VI

### DEDUCTIONS AND ASSOCIATION BUSINESS

#### A. DUES CHECKOFF/DEDUCTIONS

The procedures governing dues deductions, agency shop, hold harmless obligations, religious and conscientious objections, and financial reporting requirements, shall be as provided in Government Code Section 3550 et seq. and Senate Bill 866 (SB 866).

1. The City shall deduct the dues or benefit premiums, or both, following receipt of notice from the Association that authorization has been provided to the Association by members in the Unit. The City shall stop dues or benefit premiums, or both, upon receipt of notice only from the Association that authorization has been provided to the Association by members in the Unit. Should there be a dispute regarding the deduction of dues, the Association shall provide the City with a copy of the authorization(s) signed by the employee.
2. A Dues Deduction Authorization may be revoked by a member in the Unit, subject to the terms of the Authorization.
3. If a member in the Unit desires to revoke, cancel, or change prior dues deduction authorization, such requests will be directed to the Association.
4. Upon written authorization by a retired member of the Association, the City shall deduct credit union payments and Association dues monthly from the retirement check of such retired member and forward same to the credit union or Association as designated in such authorization.
5. The Association, in consideration for and as a condition of the City withholding and transmitting payroll and benefit deductions authorized by this Section and in compliance with Government Code Section 1157.12, shall indemnify and hold harmless the City of Fresno, its officers, and employees from any liability that may result from making, canceling, or changing requested deductions

#### B. EXCEPTIONS TO DUES DEDUCTION AUTHORIZATION

The earnings of employees who opt to join the Association must be sufficient after other legal and required deductions are made to cover the amount of the dues deduction authorized. When an employee is in a non-pay status for an entire pay period, no dues deduction shall be made from future earnings to cover that pay

period, nor will the employee be allowed to deposit with the City Controller the amount which would have been deducted if the member had been in a pay status during the pay period. Whenever the member's salary is not sufficient to cover other legal and required deductions, no dues deduction or deposit shall be made.

C. DUES DEDUCTION

1. Dues deductions covering all such deductions shall be transmitted to the Association.
2. Dues deductions shall be made in favor of the Association.
3. Dues deductions will be transmitted at least monthly to an account specified by the Association.

D. ASSOCIATION BUSINESS

1. Employees occupying classes represented by the Association shall have their monthly vacation leave accrual levels (denoted in MOU Article VII, Section H. 2., vacation leave), reduced by .66666 hours per month, which shall be placed in a time bank and administered by the department for Association business use. Officers designated by the Association may, with the approval of the department, attend Association business, including such activities as attendance at Association membership and Board meetings, PORAC and other similar conferences, and direct involvement in charitable Association activities. Time banked under this provision may also be designated by the Association to cover members who Absent with Substitute (AWS) for designated Association members who are attending to Association business. The department is not required to grant time off for Association business if it will require filling the position on an overtime basis.
2. The Association Chairman may use the time banked under this provision for Association business in eight (8) hour increments to a maximum of 24 hours per week.
3. Any time spent by the Association Chairman, and by members designated by the Association to be on such business, shall be deducted from the Association's time banked balance. It is further agreed by the parties that once accrued vacation leave is donated to the Association, the City no longer has any obligation to compensate, either in cash or in equivalent time off, such members.

## ARTICLE VII

### COMPENSATION AND BENEFITS

#### A. GENERAL

All economic benefits, provided by Council ordinance or formal Council resolution and not otherwise clearly and explicitly modified or restricted in this MOU, shall be continued without alteration during the term of this MOU. **All economic benefit modifications in this MOU shall be effective on the same day as Council ratification, unless explicitly stated otherwise in the MOU.**

#### B. SALARIES, DEFERRED COMPENSATION, PENSION CONTRIBUTION, HEALTH REIMBURSEMENT ARRANGEMENT (HRA), BENEFIT PAYOFFS, PROMOTION, AND P.O.S.T. CERTIFICATE PAY

##### 1. Salaries

##### a. Police Lieutenants and Police Captains:

Effective ~~June 17, 2024~~ **on the same day as Council ratification, the base salaries for Police Lieutenants and Police Captains salary ranges active on the same day as Council ratification** shall be increased by three percent (3%) as reflected on Exhibit I, Table I attached hereto and incorporated by this reference.

**Effective December 29, 2025, if actual Fiscal Year 2025 Sales and Property Tax exceeds Fiscal Year 2025 estimated revenue of \$331.118 million by \$3.463 million or a total of \$334.581 million, the base salaries for Police Lieutenants and Police Captains shall be increased by an additional one percent (1%), as reflected in Exhibit I, Table IA, attached hereto and incorporated by reference.**

**Effective June 15, 2026, the base salaries for Police Lieutenants and Police Captains shall be increased by one percent (1%), and shall be reflected on Exhibit I, Table II, attached hereto and incorporated by this reference.**

##### b. Deputy Police Chiefs

Effective ~~June 17, 2024~~ **on the same day as Council ratification**, the salary range for Deputy Police Chief shall be modified to include an increase of three percent (3%) to the top and bottom of the range

as reflected on Exhibit I, Table I, attached hereto and incorporated by this reference.

**Effective December 29, 2025, if actual Fiscal Year 2025 Sales and Property Tax exceeds Fiscal Year 2025 estimated revenue of \$331.118 million by \$3.463 million or a total of \$334.581 million, the salary range for Deputy Police Chief shall be modified to include an increase of an additional one percent (1%) to the top and bottom of the range, as reflected in Exhibit I, Table IA, attached hereto and incorporated by reference.**

**Effective June 15, 2026, the salary range for Deputy Police Chief shall be modified to include an increase of one percent (1%) to the top and bottom of the range, and shall be reflected on Exhibit I, Table II, attached hereto and incorporated by this reference.**

~~c. COLA Adjustments for Career Rank Average Method DROP Members and Retirees~~

~~Effective June 17, 2024, for the classifications of Police Lieutenant and Police Captain any future cost of living adjustments ("COLA adjustments") for Career Rank Average Method Deferred Retirement Option Program ("DROP") members and retirees who entered DROP or retired (not having entered DROP) from positions in this unit under FMC Section 3-301(a)(9) prior to June 17, 2024, and whose COLA adjustments are calculated using the "H" Step of their respective rank shall have their COLA adjustments calculated under FMC Section 3-301 (a)(9) using the "I" Step salary in lieu of their "H" Step salary to determine "average compensation".~~

~~cd. COLA Adjustments for Final Three-Year Average Method DROP Members and Retirees~~

~~For Final Three-Year Average Method DROP members and retirees, COLA pursuant to FMC Section 3-302(g) will be effective July 1, 2022 for the June 20, 2022 wage increase, July 1, 2023 for the June 19, 2023 wage increase, and July 1, 2024 for the June 17, 2024 wage increase, **for Fiscal Year 2026 it will be effective on the same day as Council ratification, and July 1, 2026 for the June 15, 2026 wage increase.**~~

de. Retirement/DROP

- i. It is the intent of this Section B.1.e. to hold members harmless from any negative impact from the following deferred salary increases. The deferred salary increases listed below shall be included, if appropriate, in any retirement benefit or DROP calculations pursuant to the applicable FMC sections for members who separate from City service by service retirement or by disability retirement, or enter DROP.

Effective January 1, 2011, One percent (1%)  
Effective July 1, 2011, Two percent (2%)  
Effective January 1, 2012, One percent (1%)

- ii. With respect to Sections B.1. c, members who retire or enter DROP and are credited with the January 1, 2011, July 1, 2011, and January 1, 2012, deferred salary increases in their retirement benefit or DROP calculation shall not be entitled to also include the July 1, 2014 and July 1, 2015, salary increases to their retirement benefit or DROP calculation.
- iii. DROP Participants and Retirees (Tier 2) – In accordance with FMC Sections 3-411 and 3-424, should the CPI percentage for the more recent full calendar year decrease below the CPI percentage for the full calendar year immediately prior, that percentage decrease shall not be used to reduce retirement allowances or deposits to the members' DROP account. It shall instead be used to reduce any previously banked cost of living increases. Any decrease in excess of the members'/retirees' cost of living bank shall be accumulated in the bank and offset by future cost of living increases as occurring in succeeding years.

2. Deferred Compensation

The City will contribute to the City's Deferred Compensation Plan fifty-five dollars and thirty-nine cents (\$55.39) per employee per pay period to the City's Deferred Compensation Plan. In order for employees to receive this benefit, the employees must personally enroll in the Deferred Compensation Plan. This contribution by the City shall not be pensionable compensation; shall not be included in the calculation of retirement benefits; and payment will be prospective from the point of enrollment.



3. Pension Contribution:

The following applies to an employee's pension contribution:

- a. Employees in Tier 2 hired on or after September 11, 2014, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's Deferred Retirement Option Program ("DROP") account. This provision will terminate on implementation of Article VII, Section B.3.c. below.
- b. Effective September 22, 2014, employees in Tier 2 who were hired before September 11, 2014, including those in DROP, who promote from the Basic Unit (Unit 4) into the Management Unit (Unit 9) will pay nine percent (9%) into the pension system.

Those employees in Tier 1, including those in DROP, who promote from the Basic Unit (Unit 4) in the Management Unit (Unit 9) will not be required to pay any additional amount, reducing the City's contribution into the pension system.

These provisions in Article VII, Section B.3.c. will terminate on implementation of Article VII, Section B.3.c. below.

- c. With the support of the Association, the City will make efforts to amend the Municipal Code to allow the additional contribution amounts above in in Article VII, Section B.3.a. to become part of the Member Normal Contribution Rate. When the Municipal Code is so amended, the City and the Association agree that, on the first pay period following the date the new FMC provision goes into effect, all of the following will apply if approved by City Council:
  - i. The Member Normal Contribution Rate for members of Tier 2 in the Fire and Police Retirement System hired on or after September 11, 2014, shall be twelve percent (12%).

- ii. Active members in Tier 2 who were hired before September 11, 2014 including those who promoted from Unit 4 to Unit 9, shall have a Normal Contribution Rate of ten percent (10%). The City will pay one percent (1%) of the employee's Normal Contribution Rate.
- iii. Members of Tier 1 in the Fire and Police Retirement System shall have their Member Normal Contribution Rate increased by an additional one percent (1%), which will be added to their existing Entry Age Normal Contribution Rate effective with the change in the FMC in accordance with this Section. The City will pay this additional one percent (1%) on behalf of the employee.
- iv. Members in the DROP program who entered DROP prior to March 7, 2011, are not required to make Member Normal Contributions in accordance with the Fresno Municipal Code.
- v. Members who entered DROP on or after March 7, 2011, are required to continue Member Normal Contributions and their Member Normal Contributions shall be deposited into the member's DROP account.
- e. Employees who separate City employment regardless of reason and withdraw their employee contributions from the Fire and Police Retirement System between September 22, 2014 and the effective date of a Fresno Municipal Code amendment pursuant to the provisions in Article VII, Section B.3.d., will have an amount refunded by the City equal to the additional amount contributed in accordance with Article VII, Section B.3.b. above.
- f. Tier 1 DROP participants and Tier 1 retirees were previously granted a total of four percent (4%) in cost-of-living increases based on the salary deferral language in the previous MOU only; deferrals included a one percent deferred pay increase in January 1, 2011, a two percent in July 1, 2011, and a one percent in January 1, 2012.

On July 1, 2014, active employees received a two percent (2%) salary increase which offset two percent (2%) of the four percent (4%) deferred salary increases that were credited previously as cost-of-living increases. The remaining two percent (2%) deferred cost of living increase for Tier 1 DROP participants and retirees will be offset by the July 1, 2015 salary increase they received.

The cost-of-living calculation for FY 2017 for Tier 1 DROP participants and Tier 1 retirees will include the December 31, 2016 salary increase in accordance with the of cost of living calculation provisions in the Fresno Municipal Code.

4. Health Reimbursement Arrangement (HRA)

At separation from permanent employment with the City of Fresno by service retirement or at disability retirement if the employee is otherwise eligible for service retirement, the value of the employee's accumulated sick leave, holiday leave, special holiday leave, and cashable vacation leave shall be credited to an account for the employee under the Health Reimbursement Arrangement (HRA) as follows:

- For employees hired before September 11, 2014, and any employees who do not enter DROP, all accumulated sick leave hours multiplied by fifty percent (50%) of the employee's then current hourly base rate of pay at the time of retirement, except that an employee who retires within sixty (60) calendar days of receipt by the City of Fresno Fire & Police Retirement System of, an application for disability retirement, if otherwise eligible for a service retirement, or an application for service retirement (not having submitted an application for disability retirement), shall have all accumulated sick leave hours upon retirement multiplied by eighty percent (80%) of the employee's then hourly rate of pay.
- For employees in DROP hired on or after September 11, 2014, accumulated sick leave hours multiplied by fifty percent (50%) of the employee's then current hourly base rate of pay at the time of retirement, except that the accumulated sick leave hours shall not exceed the number of sick leave hours which the employee had at the time of entry into DROP.
- Employees in DROP hired on or after September 11, 2014, who retire within sixty (60) calendar days of receipt by the City of Fresno Fire & Police Retirement System of an application for disability retirement if otherwise eligible for a service retirement, or an application for service retirement (not having submitted an application for disability retirement), shall have all accumulated sick leave hours upon retirement multiplied by eighty percent (80%) of the employee's then hourly rate of pay, except that the accumulated sick leave hours shall not exceed the number of sick leave hours which the employee had at the time of entry into DROP.

All payments noted above are conditioned on the employee's satisfaction of the eligibility requirement as set forth in the Retirement Attendance Incentive provision under Sick Leave in Section G.1., paragraph c, below, and

- If the member opts not to cash out all of the member's accumulated holiday leave, special holiday leave, or vacation leave hours at the time of separation for retirement purposes, the remaining hours shall be credited into an HRA account for the employee at one hundred percent (100%) of the member's then current hourly base rate of pay.
- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in Exhibit I, multiplied by twelve (12) months then divided by 2,080 hours.

At the City's option, HRA accounts may be book accounts only – no actual trust account shall be established for any employee. A book account means that no actual trust account shall be established for any member. Each HRA book account shall be credited on a monthly basis with a rate of earnings equal to the yield on the City's Investment Portfolio (provided that such yield is positive).

Pursuant to the City of Fresno Retiree HRA Plan Document, the HRA accounts shall be used solely to pay premiums for medical insurance (including COBRA premiums) covering the participant, the participant's spouse (or surviving spouse in the event of the death of the participant), and the participant's dependents as well as other qualified medical expenses as defined in Internal Revenue Code Section 213(d), and further detailed in Internal Revenue Service Publication 502. Once a participant's account under the HRA has been reduced to \$0, no further benefits shall be payable by the HRA. If the participant, the participant's spouse, and the participant's dependents die before the participant's account under the HRA has been reduced to \$0, no death benefit shall be payable to any person by the HRA.

It is the intent of the parties to delete the following phrase "if the member is otherwise eligible for service retirement" from the first paragraph of section (4) provided that removal of such language will not result in any material detriment to the plan or the City, its plan participants, or to the tax status of the plan. In the event that such detriment exists, the City will notify FPOA within 90 days of the effective date of this MOU with an explanation in writing. It is understood that a change in the plan document will require meet and confer with all affected bargaining units.

5. Benefit Payoffs

Benefit payoffs (e.g. holiday, administrative leave) shall be at the employee's applicable base rate of pay, as reflected in Exhibit I, Tables I, II, and III at the time of payment. However, employees shall not be allowed to cash out any accumulated hours of sick leave pursuant to the HRA set forth in Section B., paragraph 4, above.

6. Promotion

- a. For classes which have step increases (i.e., Police Lieutenant and Police Captain), movement to the next higher step will be at the discretion of the Chief of Police, based on the employee's last Annual Performance Evaluation which demonstrates that the individual meets the job standards for that class. ~~Effective January 31, 2022, Lieutenants who are promoted will be placed at Step F of the class promoted to if the promotive class contains steps.~~ Effective June 19, 2023, Lieutenants who are promoted will be placed at Step G of the class promoted to, if the promotive class contains steps.
- b. Employees who are promoted from the Basic Unit (Unit 4) to the Management Unit (Unit 9) will be promoted to a step which is not less than three and one half percent (3.5%) above compensation at the lower classification to include all premium pays actually received at the time of promotion, but excluding any overtime payments; or, fifteen percent (15%) above top step Sergeant, whichever is greater.
- c. The value of education incident plan (EIP) premium pay held in the FPOA Unit 4 class at the time of promotion to a FPOA Unit 9 class shall be considered in the calculations for determining step placement shall not be less than the "C" step level. This value consideration calculation is applicable solely to the promotional step placement determination described in this Subsection.

7. P.O.S.T. Certificate Pay – All compensation earned by a member pursuant to this subsection shall be in addition to any other incentive and/or premium pays received and shall be compensable for retirement purposes. Members eligible for compensation under this subsection shall receive only the highest applicable rate of either 7(a) or 7(b) as follows:

- a. Members who have satisfactorily attained the Supervisory P.O.S.T. Certificate shall be compensated at a rate of nine percent (9%) above the member's base rate of pay. **Effective June 15, 2026, members who have satisfactorily attained the Supervisory P.O.S.T.**

**Certificate shall be compensated at a rate of ten percent (10%) above the member's base rate of pay.**

- b. Effective July 1, 2009, members who have satisfactorily attained the Management P.O.S.T. Certificate shall be compensated ten percent (10%) above the member's base rate of pay. **Effective June 15, 2026, members who have satisfactorily attained the Management P.O.S.T. Certificate shall be compensated eleven percent (11%) above the member's base rate of pay.**
- c. **The process for a member to receive P.O.S.T. Certificate Pay is as follows:**
  - 1) **The member must satisfy all educational and service requirements for the particular P.O.S.T. Certificate.**
  - 2) **The Police Department Personnel must receive all substantiating documentation from the member for the P.O.S.T. Certificate.**
  - 3) **The Police Department Personnel must approve and submit the member's application to the P.O.S.T. Commission for processing and issuance of the certificate.**
  - 4) **Upon receipt of the respective P.O.S.T. Certificate, the member must email the approved P.O.S.T. Certificate to [PD.Payroll@fresno.gov](mailto:PD.Payroll@fresno.gov) and [PD.Personnel@fresno.gov](mailto:PD.Personnel@fresno.gov) for processing.**
  - 5) **P.O.S.T. Certificate Pay will become effective at the beginning of the current pay period in which the member submits the applicable certificate to the Police Department Payroll and Personnel.**
  - 6) **P.O.S.T. Certificate Pay will not be paid retroactively; however, substantiated delays in the Police Department Personnel or P.O.S.T. Commission's processing of a member's application may be considered on a case-by-case basis by the Director or Personnel Services or designee.**

8. Take-Home Vehicles

Each member shall be entitled to either a transportation allowance or a take-home vehicle at their choosing and such employees must comply with Administrative Order 8-8.

9. Field Commander Assignments

When a field commander vacancy occurs, the Chief of Police may backfill the assignment for the good of the service with another Police Lieutenant. If no Police Lieutenant volunteers for the assignment, it may be offered to Police Captains. Police Lieutenants or Police Captains who are approved to work an additional shift in addition to their normal work week will be paid the amounts set forth in Article VII Section E. If no Police Lieutenants or Police Captains volunteer for the additional shift, the Chief of Police may fill the assignment with a Police Sergeant.

C. SERVICE UNIFORM ALLOWANCE

Employees who are promoted from the Basic Unit (Unit 4) to the Management Unit (Unit 9) shall receive a one-time non-pensionable \$500 stipend for the purchase of the appropriate service uniform required for the higher classification. Annually thereafter, employees shall receive a total \$1,600 as a service uniform (wool) purchase and maintenance allowance, ("service uniform allowance"), prorated and to be paid semiannual installments on the last pay date in December and June via a separate check. Members who separate from City service shall receive their prorated service uniform allowance on their last paycheck. The service uniform allowance provided pursuant to this section shall be compensation for purposes of calculating pension benefits for a member.

D. FRESNO CITY EMPLOYEES HEALTH AND WELFARE TRUST

The City and the Association agree that the Fresno City Employees Health and Welfare Trust has the sole authority to determine the benefits that will be provided during the term of this MOU. The sole responsibility of the City under this clause is to provide a set percentage of the total premium for such benefits to be contributed to the Trust by the City on behalf of the members represented by the Association.

The City contribution of the total premium shall be seventy percent (70%) and the employee share of the total premium shall be thirty percent (30%). Employees may opt to contribute the employee share through payroll deductions to make up the difference between the total premium and the City contribution to receive the maximum benefit coverage provided under the Trust or opt not to contribute the employee share and accept a reduced coverage option.



The parties also agree to work collectively in conjunction with their Board representatives to research and recommend potential cost-saving measures for the Health & Welfare Trust, which may include a choice of health program options based on individual need or preference, including a reduced option equivalent to the City's premium contribution, a separate rate for single employees with no dependents, or other flex plan programs; mandatory generic mail order drug maintenance for employees who require prescription drug therapy for any period of 90 days or more; or other measures that may be identified as this work progresses.

#### E. CONTRACT LAW ENFORCEMENT SERVICES

The Fresno Police Department, at the sole discretion of the Chief of Police, may allow private parties and public agencies to contract with the City for additional police service, at a special detail assignment level pursuant to 29 United States Code ("U.S.C.") §207(p)(1), (p)(2) and (p)(3) under FLSA, and 29 Code of Federal Regulations ("C.F.R.") §553.227 et seq.

At the discretion of the Chief of Police, Police Lieutenants, Police Captains, and Deputy Chiefs may be assigned to special detail assignments including, but not limited to, providing uniformed foot/vehicle patrol for a special events/contract law enforcement service where the City receives reimbursement from a third party subject to the Contract Law Enforcement Services Fee contained in the City's adopted Master Fee Schedule or applicable inter-agency Mutual Aid Agreements.

Compensation will be paid for any shift when the assignment worked pursuant to this subsection is in addition to the normal work week. Members of Unit 9 shall be compensated for each hour, and/or portion of an hour, worked regardless of the length of shift. The hourly rate paid to the member shall be equal to the member's annual salary divided by 2080. The amended Master Fee Schedule is subject to Council's approval.

The hours worked and pay received for special events/contract law enforcement services assignments shall not be credited toward years of service for retirement benefits.

Any accident, illness, or injury which arises out of or occurs in the course of employment while assigned to a contract law enforcement service shall be covered under the City's workers' compensation plan.



## F. LIFE INSURANCE AND LONG-TERM DISABILITY BENEFITS

### 1. Life Insurance:

The Life Insurance benefit shall be up to an active employee's 70<sup>th</sup> birthday at 100% of annual earnings, rounding up to the next \$1,000, with a maximum of \$150,000. In addition, employees assigned to the bomb squad shall have accidental death, dismemberment and paralysis insurance coverage in the amount of \$250,000.

### 2. Long-Term Disability:

An employee is eligible for long-term disability insurance after 30 days from the date of the disability or after all sick leave is exhausted, whichever is greater. The benefit amount is 66 2/3% of salary up to age 65. The maximum benefit period differs after age 61. For more specific information, refer to the insurance certificate.

## G. LEAVES

### 1. Sick Leave:

Employees shall accrue ~~sSick L~~Leave at the rate of eight (8) hours for each completed calendar month of employment, with unlimited accumulation. The FMC, City administrative orders, departmental policies, procedures, rules and regulations concerning sick leave usage and administration will continue to apply. ~~Administrative Order 2-19.1, Attendance Policy, shall no longer apply to members of this Unit.~~ The attendance/health incentive component detailed below will also continue to apply. **Sick Leave shall be used consistent with FMC Section 3-107 and in accordance with the California Labor Code (e.g., sections 233, 245.5, 246, 246.5, and other applicable sections). Abuse or misuse of Sick Leave, including using or attempting to use Sick Leave for an unauthorized purpose, misrepresentation of any facts related to the use of Sick Leave, excessive use of Sick Leave, or similar, may result in corrective and/or disciplinary action, up to and including termination.**

~~Protected Sick Leave - Members shall be allowed to take up to half of their annual accrued sick leave per fiscal year for Protected Sick Leave under Labor Code 233. Protected Sick Leave may be used for kin care or any other purpose defined in California Labor Code section 233. Members must elect whether to designate Sick Leave taken as Protected Sick Leave pursuant to this section. Use of Protected Sick Leave shall be authorized and recorded by a department head or designee.~~ **Protected Sick Leave shall be defined as Sick Leave accrued and available and used in**

**accordance with the California Labor Code and shall be limited to 96 hours per fiscal year. Absences due to illness and/or similar reasons exceeding a total of 96 hours per fiscal year may result in corrective action, up to and including termination. Only the use of Sick Leave shall be protected under these Sick Leave provisions. The use of other leave banks will not be recognized as Protected Sick Leave.**

Sick Leave Benefit at the Time of Election to Enter the Deferred Retirement Option Program (DROP) or at Retirement – An employee who meets the criteria as outlined below will receive only one of the following benefits based on whether or not the employee enters the DROP program before retiring from City employment.

- a. For an employee who has reached the minimum service retirement age and who has elected to enter the DROP Program, the calculation of the employee's monthly DROP amount shall include an amount equal to fifty percent (50%) of the employee's unused sick leave balance as of the DROP entry date, with the sum calculated by multiplying fifty percent (50%) of the hours of unused sick leave by the hourly base rate of pay for the employee in effect as of the DROP entry date. The employee's pension contribution on this amount will be calculated at the date of DROP entry by multiplying the lump sum described above in this subsection a by the employee's pension contribution rate and that amount will be deducted from the employee's DROP account. The City will also be required to make a corresponding pension contribution to the retirement system based on the additional pensionable compensation created by the Sick Leave Benefit. The value of the additional amount in this subsection may be included in the member's gross pay at the time of DROP entry for taxable compensation purposes under IRS regulation calculations.
- b. For the employee who has reached the minimum service retirement age and retires from the City without entering DROP, an amount equal to fifty percent (50%) of the employee's unused sick leave balance shall be included in the computation of the employee's retirement allowance as if it were a one-time payment at the hourly base rate of pay for the employee in effect at the date of retirement. The employee and the City will make a corresponding pension contribution to the retirement system based on the additional pensionable compensation created by the Sick Leave Benefit. The employee's retirement contribution will be calculated at the date of retirement by multiplying the lump sum described above in this subsection b by the employee's pension contribution rate and the employee agrees to have this amount withheld from the employee's first retirement benefit payment from the Retirement System as the

employee's retirement contribution for this additional amount of pensionable compensation. This provision shall not apply to employees who retire prior to age 50 due to a disability or to former employees that have separated from City service prior to reaching the minimum service retirement age and have elected a Deferred Vested status in the City of Fresno Fire & Police Retirement System. The value of the additional amount in this subsection may be included in the member's gross pay at the time of retirement for taxable compensation purposes under IRS regulation calculations.

- c. Hourly base rate shall be the equivalent of the monthly salary for an employee provided in Exhibit I multiplied by twelve (12) months then divided by 2,080 hours.

## 2. Vacation Leave:

- a. Employees shall accrue 18.667 hours for each completed calendar month of employment (Pursuant to MOU Article VI, Section D., Subsection 1. each employee's applicable accrual rate will be reduced monthly by .66666 hours for Association time bank purposes.) Employees are allowed to accrue a maximum of 500 hours of vacation leave. Upon separation from the City, employees shall have the option to cash out all of their accrued vacation leave. Any remaining balance of accrued vacation leave shall be:
  - (1) Credited to the City's Health Reimbursement Arrangement (HRA) as set forth in Section B., paragraph 4., above, or;
  - (2) If not eligible for participation in the HRA, the balance of accrued vacation leave shall be cashed out.
- b. No employee's vacation accumulation shall cease due to refusal by the City to grant vacation leave prior to the employee's reaching the vacation accumulation limit applicable to the employee's position and length of service. In the event an employee requests in writing vacation leave one month prior to the month in which the limit would be reached, and such request is refused, the Chief of Police or designee shall extend the employee's accumulation limit for ninety (90) days, during which time the employee shall be scheduled for vacation leave sufficient to reduce the employee's balance below the accumulation limit.

## 3. Holiday Leave:

- a. Employees shall accumulate eight and two-thirds (8 2/3) hours of holiday leave for each completed calendar month of employment.

- b. The cap for accumulated monthly holiday leave shall be 96 hours.
- c. Employees who are at the 96 hour cap will receive an automatic pay down of any hours exceeding the cap.
- d. Effective July 1, 2015, members may voluntarily request the department to pay down the member's Holiday Time up to a maximum of ninety-six (96) hours per month.
- e. At separation from City service for retirement purposes, the employees' accumulated regular holiday leave hours shall either be cashed out at the employee's option, or credited to an HRA account for the employee at one hundred percent (100%) of the member's then current hourly base rate of pay if eligible for service retirement in accordance with Article VII, Section B. 4.
- f. At separation, accumulated holiday leave shall be cashed out at the member's base rate of pay if not eligible to participate in the HRA.
- g. A Tier 2 member who elects to enter DROP or retires not having entered DROP, shall have amounts equal to the member's unused holiday leave balance (at the DROP effective date, or retirement date, not having entered DROP) multiplied by the member's current hourly base rate of pay included in the computation of the member's final average salary as if it were a one-time payment. ~~Based on the additional pensionable compensation, the member and the City will make corresponding pension contributions to the retirement system. The employee agrees to have this pension contribution amount withheld from the employee's DROP account if entering DROP, or from the employee's final paycheck (not having entered DROP).~~

4. Special Holiday Leave:

- a. On July 1, 2011, all holiday leave balances in excess of 96 hours were placed as a one-time deposit in a "Special Holiday Leave Bank", which hours may be used as follows:
  - i. Approved leave;
  - ii. Absent With Substitute (AWS) agreements transferred only to the substituting employee's regular holiday bank;
  - iii. Voluntary cash-out of forty-three (43) hours each FY beginning in FY14. If this option is taken, the value of the cash-out may be included in the member's gross pay in the

year cashed-out for taxable compensation purposes under IRS regulation calculations; and,

- iv. Voluntary cash-out of one-hundred (100) hours immediately prior to separation or prior to the employee filing retirement paperwork. If this option is taken, the value of the cash-out may be included in the member's gross pay in the year cashed-out for taxable compensation purposes under IRS regulation calculations.
- b. Employees may not place any additional hours in the Special Holiday Leave Bank.
- c. At separation from City service for retirement purposes, all remaining hours in the Special Holiday Leave Bank shall either be cashed out at the employee's option, or credited to an HRA account for the employee at one hundred percent (100%) of the member's then current hourly base rate of pay if eligible for service retirement as set forth in Article VII, Section B. 4.
- d. At separation, accumulated special holiday leave shall be cashed out at the member's base rate of pay if not eligible to participate in the HRA.
- e. A Tier 2 member who elects to enter DROP or retires not having entered DROP, shall have amounts equal to the member's unused Special Holiday Leave balance (at the DROP effective date, or retirement date, not having entered DROP) multiplied by the member's current hourly base rate of pay included in the computation of the member's final average salary as if it were a one-time payment. ~~Based on the additional pensionable compensation, the member and the City will make corresponding pension contributions to the retirement system. The employee agrees to have this pension contribution amount withheld from the employee's DROP account if entering DROP, or from the employee's final paycheck (not having entered DROP).~~

5. Management Leave:

Lieutenants and Captains shall receive ninety (90) hours of Management Leave each fiscal year. Deputy Chiefs shall receive one hundred eight (108) hours of Management Leave each fiscal year.

Lieutenants and Captains may cash out up to ninety (90) hours of Management Leave not taken during the fiscal year. Deputy Chiefs may receive payment for up to one hundred eight (108) hours of Management

Leave not taken during the fiscal year. The Management Leave cash out is not compensable for retirement purposes. Any Management Leave not taken or compensated for shall not be added to the leave credited in the next fiscal year, nor carried over.

6. Supplemental Management Leave: The Police Chief or designee may grant up to an additional thirty-two (32) hours of Management Leave each fiscal year to employees. This additional Management Leave will be based on above average or higher job performance and merit as determined by the Chief or designee. The decision by the Police Chief or designee to grant such additional leave shall be made during June and is effective July 1<sup>st</sup> of the fiscal year in which it may be taken. Any such additional Management Leave cannot be cashed out by employees.

7. Management Time Off

Employees who are designated as exempt from overtime under the provisions of the Fair Labor Standards Act and who receive leave pursuant to paragraph 4., above, may be granted management time off if the supervisor or designee determines that service delivery and performance of job functions will not be impaired due to the employee's absence. Such time off shall not be calculated on an hour-for-hour basis in relation to total hours worked. Management time off shall not be deducted from any other existing leave banks.

Management time off must be scheduled in advance, when possible, approved as management time off by the employee's supervisor or designee and generally taken in increments of less than one day.

Only the Police Chief or a Deputy Police Chief may approve management time off for a full day's absence.

## H. WORKERS' COMPENSATION

1. Notwithstanding the provisions of FMC Section 3-118, an employee who becomes totally temporarily disabled from illness or injury incurred in the course and scope of City employment on or after January 1, 2010 shall become entitled, regardless of their period of service with the City, to a leave of absence while so disabled without loss of salary in lieu of temporary disability payments as provided by California Labor Code Section 4850. The remaining provisions of FMC Section 3-118 shall apply.

Employees on "temporary light duty" as a result of an injury or illness suffered in the course and scope of employment shall receive their regular salary during the period of temporary light duty.

2. If the employee is placed on sick, vacation or holiday leave pending determination as to whether the injury or illness is industrial, and the injury is determined to be industrial, sick, vacation or holiday leave shall be restored within thirty (30) calendar days of such determination, and the employee placed on work related injury/illness leave as provided herein.
3. Retirement benefits shall not be reduced as a result of a member receiving Workers' Compensation benefits.
4. Taxes shall not be withheld on compensation due to injury in the line of duty.

I. ASSIGNMENTS, ROTATION AND WORK SCHEDULES

1. Assignments:

Assignments are determined by the Police Chief or designee based on the needs of the Police Department.

2. Rotation:

It is the prerogative of the Police Chief or designee to rotate Police Management personnel as necessary for the good of the service. The Chief of Police will give consideration to rotation of Unit members through assignments every thirty-six (36) months.

3. Schedules:

It is the prerogative of the Police Chief or designee to assign employees to a 5/8, 9/80 or 4/10 schedule as necessary for the good of the service.

4. No later than March 31 of each year the Chief will meet with representatives of this unit regarding work schedules. During these meetings the parties may explore 1) modified schedules that allow for continuity of operations as well as continued support for the Chief and 2) a pilot program(s) as appropriate. The Chief retains the sole discretion to revise schedules for the good of the service. In the event that the Chief makes a permanent change to the work schedules, they shall endeavor to provide thirty (30) days written notice to impacted members of the Unit.

5. Work Week for Field Commanders

- a. Day Shift Administrative may be assigned to the 4/10 work schedule. It is the prerogative of the Police Chief or designee to reassign employees to another schedule other than a 4/10 as necessary for the good of the service.



- b. A 4/10 work schedule consists of four (4) ten (10) hour work days. The work week begins 0000 hours on Monday and ends on 2400 hours the following Sunday. Each 4/10 schedule within the work week consists of a total of forty (40) scheduled hours of actual work time.
- c. Police Lieutenants designated as Field Commanders of a Patrol Bureau in the Field Operations Division may be scheduled to work a modified "3/12" schedule as agreed upon by the Department and FPOA.
- d. An employee assigned to a 4/10 or 3/12 schedule who is off on a holiday which is a regular work day shall utilize leave balances accrued in the holiday work bank, administrative leave bank, or vacation bank.
- e. Each 9/80 work schedule will consist of eight 9-hour shifts, one 8-hour shift and one day off in addition to regular days off, per 14-day period broken down into two 40-hour per week Fair Labor Standards Act (FLSA) work weeks. All employees working a 9/80 work schedule shall have an FLSA work week which begins four (4) hours after the start time of the day of the week which constitutes the employee's alternating day off. This shall be an 8-hour shift. The work week shall end exactly 168 hours later. The workweek for each such position will be defined in writing. The original document will be maintained by the Department and a copy filed with the Personnel Services Department and the Payroll Division of the Finance Department.
- f. Employees shall accumulate eight (8) hours of sick leave per month, and receive sick leave pay for the actual number of hours absent.
- g. Employees on a 4/10 or 3/12 plan shall accumulate the same number of hours of vacation per month under a 5/8 plan. Vacation leave will be granted for the actual number of hours absent.
- h. Absent with Substitute (AWS) – Police Lieutenants assigned as Field Commanders may utilize AWS to find a replacement. Any Police Lieutenant may work as a Field Commander replacement as outlined below.
  - (1) AWS with Trade – In accordance with Section 7(p)(3) of the Fair Labor Standards Act (FLSA) as discussed in 29 CFR 553.31, the City agrees that members may substitute for one another when staffing levels do not permit a member to take



time off. The substitution must be during scheduled work hours, and in the performance of work in the same capacity. When one member substitutes for another, the member being substituted for will be credited as if he or she had worked his or normal schedule for that shift.

- (2) AWS with Compensation – When one member substitutes for another, the member being substituted for will be credited as if he or she had worked his or her normal schedule for that shift. If the substituting member wishes to be compensated for the substitute shift worked at the base/straight time rate of pay, then the member being substituted for shall transfer the applicable number of holiday leave, vacation or administrative leave hours to the substituting member's "like" account. (Note: The member being substituted for may only select one account from which to take hours for transfer, and those hours shall only be transferred to the volunteer substitutes "like" account. If the substituting member's selected account is at the maximum allowable balance, the substituting member shall be compensated at the base/straight time rate of pay from the transferred hours. An internal processing form has been established to accomplish this transfer.)
- (3) AWS Notification to Department – Members wishing to provide a substitute must notify the Department using the internal processing form. The substitute must be satisfactory to the Department. If the substitute is determined to not be a satisfactory substitute, the commanding officer shall provide the reason(s) in writing within a reasonable amount of time.

#### J. DEPUTY POLICE CHIEF STATUS

An employee holding the position of Deputy Police Chief who is removed for reasons other than malfeasance or misconduct may return to a position in the previous class permanently held. For example, if the Deputy Police Chief has previously held permanent status as a Police Captain, the employee has return rights to a position in the class of Police Captain. The Police Chief or designee has the prerogative of assigning the former Deputy Police Chief as necessary for the good of the service. Time spent in the Deputy Police Chief position will be considered in determining seniority in the last previous job class held. No other employee in this Unit shall be demoted (bumped) to a position in a lower class as a result of this action.

## K. CONSOLIDATION OF SERVICES

The City recognizes its obligation to meet and confer with the Association regarding potential consolidation of Police services with Fresno County, to the extent it affects wages, hours and other terms and conditions of employment for members of this Unit. Notwithstanding the provisions of Article X, Termination, mention of this issue herein shall not preclude action by the City regarding consolidation after conclusion of the meet and confer process.

## L. GRIEVANCES

1. A grievance is a dispute concerning the interpretation or application of any existing City policy, practice, written rule or regulation governing personnel practices or working conditions, including this MOU. The grievance procedure relates only to existing rights or duties, not to the establishment or abolition of a right or duty. This procedure shall not apply to any dispute for which there is another established resolution procedure including, but not limited to, appeal to the Civil Service Board, Retirement Board, arbitrator, unfair employer-employee relations charge, or fact-finding procedure.
2. A written grievance must set forth the specific rule, regulation or policy claimed to have been violated, describe the specific incident or circumstances of the alleged violation, and specify the remedy sought. Any dispute between the parties as to the grievability of an issue or as to whether the requirements of this procedure have been met shall be presented to the Grievance Advisory Committee. The Committee shall rule on the dispute before proceeding with the hearing.
3. The procedure and sequence in filing and processing a grievance shall be as follows:
  - a. The grievant or grievant's representative shall discuss the grievance with the grievant's immediate supervisor before a written grievance may be filed. Grievances should be settled as near as possible to their source and in as informal setting as possible. The parties agree that every effort shall be made to find an acceptable solution through this informal process before a written grievance is filed.

However, in the case of complaints involving discrimination, as set forth in Article II, Section C, where such claim is filed as a grievance, it shall be filed in accordance with the formal process outlined herein.

- (1) If the grievance is not settled through the informal process, a written grievance may be filed with the grievant's immediate

supervisor. A written grievance must be filed within twenty-one (21) calendar days from the time the grievant becomes aware, or should have become aware of, the issue or incident giving rise to the problem. The grievance shall summarize the results of the informal process.

- (2) Upon receipt of a written grievance, the immediate supervisor shall give the grievant a written reply within seven (7) calendar days.
- b. Should the grievant not be satisfied with the answer received from the immediate supervisor, the grievant may, within seven (7) calendar days, file an appeal with the Police Chief or designee. The Police Chief or designee shall have fourteen (14) calendar days after receipt of the appeal to review the matter, investigate and provide a written answer to the appeal, explaining clearly the decision or proposed action and reasons thereof. The Police Chief or designee may confer with the grievant and appropriate supervisors in an attempt to bring about a harmonious solution.
- c. If the grievant is not satisfied with the decision of the Police Chief or designee, the grievant may within seven (7) calendar days after receipt of the written reply, file a request for a review of the Police Chief or designee's decision to the Grievance Advisory Committee. The grievance shall be reviewed by the Association before it is referred to the Grievance Advisory Committee.
  - (1) From the date a grievance otherwise meeting all criteria for the filing and processing of a grievance reaches the Labor Relations Division, the Grievance Advisory Committee shall be convened within twenty-eight (28) calendar days in order to hear the grievance.
  - (2) All time limits herein may be extended by mutual agreement of the parties.
  - (3) The Grievance Advisory Committee shall talk to the grievant and the supervisor involved to set forth in writing the facts of the particular situation as objectively as possible and recommend a solution to the City Manager within fourteen (14) calendar days of their last meeting.
- d. The City Manager shall review the decision of the Police Chief or designee, recommendations of the Grievance Advisory Committee and shall then render a written decision to the employee within

fourteen (14) calendar days after receipt from the Grievance Advisory Committee.

- e. Failure of the grievant to file an appeal within the specified time limit of the procedure beginning within subsection 3. b. shall constitute an abandonment of the grievance. Failure of the responsible supervisor or official of the City to render a decision within the specified time limit established by this procedure shall automatically move the grievance to the next higher level for action, without action required of the grievant.

- 4. The Grievance Advisory Committee shall be comprised of one employee selected by the Association, one employee selected by the City and a third individual to be mutually agreed upon by the City and the Association who shall serve as the Chairperson.

- 5. Employees and Association Representatives shall be allowed reasonable time off without loss of pay to present grievances under this procedure.

M. FEDERAL DRUG POLICY (Federal Omnibus Transportation Employee Testing Act of 1991, as amended) (Public Law 102-143, 10/28/91)

Policy:

- 1. The City maintains two (2) separate policies to distinguish those procedures required by the Federal Transit Administration and the Federal Motor Carrier Safety Administration, entitled:

“Fresno Area Express Controlled Substances and Alcohol Testing Policy for “Safety-Sensitive” Employees/Individuals Subject to Federal Transit Administration (FTA) Regulations”, which may be amended from time to time, after compliance with applicable collective bargaining laws.

City of Fresno Controlled Substances and Alcohol Testing Policy for “Safety-Sensitive” Employees/Applicants Subject to Federal Motor Carrier Safety Administration (FMCSA) Regulations, which may be amended from time to time after compliance with applicable collective bargaining laws.

- 2. The parties agree that each policy sufficiently summarizes the current federal regulations required by the ACT. Both policies will be distributed to every affected member of the Fresno Police Officers Association Non-Supervisory Police Unit upon implementation or amendment of the policies, and at the time of training and orientation.

3. The parties acknowledge that there currently exists a list of positions subject to the provisions of the two (2) policies referenced above, and should these positions be changed or modified, the parties agree to establish a new list of positions which are subject to these two (2) policies pursuant to the ACT and the Department of Transportation. As personnel changes within these positions, the parties agree that the Department will give notice to the Association and the Risk Management Division of such changes.
4. The Risk Management Division will be responsible for receiving all information related to the implementation of this policy and directing the applicable disciplinary action in coordination with the Labor Relations Division.
5. The parties agree to abide by the Federal Regulations set forth in each policy. Employees who are members of the Association will also be subject to the provisions of any applicable Department policy or procedure.
6. Last Chance Agreements do not apply to members of the Association. As required by federal law or regulation, employees who have tested positive and who have returned to work, will still be subject to random selection for testing and will be subject to six (6) additional tests for drugs and alcohol during the subsequent year.

N. GENERAL TESTING GUIDELINES FOR EMPLOYEES NOT COVERED BY THE FEDERAL OMNIBUS TRANSPORTATION EMPLOYEE TESTING

General Requirements

Drug and substance tests may also be required under Departmental Policy and Procedures, as the same may be modified following consultation with the Association pursuant to FMC Section 3-607.

1. Whenever a member is assigned to a special unit engaging in drug or vice enforcement, such member shall execute a written agreement and release stating full consent, and would be required to take a drug test.
2. In the event the City provides an annual scheduled physical, all members shall be required to submit to a drug test.
3. Sworn members while assigned to any special unit engaging in drug or vice enforcement shall be required to periodic unannounced drug tests subject to the following conditions:

A member shall execute a written agreement and release stating full consent to such periodic unannounced drug tests.

At the request of the Police Department Personnel Bureau, the Risk Management Division shall select and schedule the date and time when each member will be tested. Such test may be administered no more than once a year.

Under this subsection, any random testing without notice will be in compliance with applicable court decisions.

4. All drug testing noted above will be performed in accordance with the Federal Omnibus Transportation Act, except in those instances where the members are unable to provide a urine sample such members may elect to provide a blood sample. It is understood that if a member cannot provide a sufficient sample or, in the alternative, refuses to provide a blood sample, the test shall be considered to be positive.
5. In addition to any testing requirements contained in this MOU provision, all members are subject to the "Identification and Consent Procedures" outlined in Administrative Order 2-25, along with its corresponding testing procedures.

#### O. DISCIPLINARY PROCEDURES

Department Policy, as well as the FMC, City Administrative Orders, policies, procedures, operation manuals, rules and regulations, all as the foregoing exist upon execution of this MOU or as they may be amended during the term of this MOU, concerning disciplinary procedures will apply. However, any permanent employee receiving a Final Order of Disciplinary Action resulting in a termination, demotion or suspension of one hundred-twenty hours (120) or more may, in lieu of submitting an appeal through established means per their respective procedures, within fifteen (15) calendar days of service of the Final Order of Disciplinary Action request binding arbitration. If a request for binding arbitration is submitted by an employee, the employee or their representative shall be required to provide a written waiver of their right to bring the matter through any other established means, including an appeal to the Civil Service board. The arbitrator shall set the date, time and place of the hearing, which place shall be on City premises, and shall, by certified United States mail, postage prepaid, give not less than ten (10) days' notice of such date, time and place to the appellant, or the appellant's designated representative and the appointing authority. The hearing shall be recorded by a court reporter or electronic process. Oral evidence may be heard only on oath or affirmation. The arbitrator's decision shall be final and binding, and may be challenged only pursuant to the California Arbitration Act, Code of Civil Procedure Section s 1280, et seq.

The fees and expenses of the arbitrator shall be paid half by the City and half by the Association.

The parties shall endeavor to prepare a mutually agreed panel of seven (7) arbitrators to be utilized for the purposes of discipline arbitrations. In the event that the parties fail to identify a panel of agreed upon arbitrators, the arbitrator shall be selected from a list of seven (7) arbitrators provided by the California State Mediation and Conciliation Service. If the parties cannot agree on an arbitrator from the list of seven, the parties shall alternatively strike the names until a single arbitrator's name remains.

## ARTICLE VIII

### HEADINGS

MOU article, provision, section, and paragraph headings (includes exhibits, addendums, attachments, agreements and side letters) contained herein are solely for the purpose of convenience and shall not affect the construction or interpretation of any of the language of this MOU.



## ARTICLE IX

### SAVING CLAUSE/FULL UNDERSTANDING

#### A. SAVING CLAUSE

In the event any article, section or portion of this MOU should be held invalid and unenforceable in any court of competent jurisdiction, such decision shall apply only to the specific article, section or portion thereof specified in the court's decision, and upon issuance of such a decision, the City and the Association agree to immediately meet and confer upon a substitute for the invalidated article, section, or portion thereof.

#### B. FULL UNDERSTANDING

This MOU sets forth the full understanding and agreement of the parties, and any previous understanding or agreements by the parties, whether formal or informal, regarding all such matters are hereby superseded and terminated in their entirety.

With respect to side letter agreements, any not attached to this MOU are hereby terminated in their entirety. Those side letter agreements attached to this MOU shall continue in force and shall continue subject to the term(s) set forth herein, or in the absence of any specified term, the side letter agreements shall terminate upon the expiration of this MOU. Any new side letter agreement entered into during the term of this MOU shall continue in force and effect subject to the terms and conditions described in the side letter. In the absence of any term in such new side letters, they, too, shall terminate upon the expiration of this MOU. This paragraph is not intended to prevent either party from relying on discussions which occurred during the meet and confer process for the purpose of clarifying the meaning of this MOU.

## ARTICLE X

### TERM

The provisions in this Agreement/MOU shall be in full force and effect extended from ~~June 17, 2024~~ **June 16, 2025** to ~~June 15, 2025~~ **June 13, 2027**, upon approval by the City, subject to Sections (A.B. C. and D.), below. **All economic benefit modifications in this MOU shall be effective on the same day as Council ratification, unless explicitly stated otherwise in the MOU.**

- A. Upon reaching a comprehensive Tentative Agreement related to successor MOU or reopener labor negotiations, the comprehensive Tentative Agreement shall be signed by the City's Chief Negotiator, and both the Association's Chief Negotiator and second designated signatory, or their designees. This Agreement/MOU shall become effective only after ratification by the members of the Association followed by City Council approval and the expiration of the waiting period for the Mayor's action provided in Charter Sections 605 and 609, and shall remain in full force and effect through ~~June 15, 2025~~ **June 13, 2027**.

The City and the Association previously agreed that the Mayor shall appoint one (1) police officer, as defined in FMC Section 3-301 (p) (3) from a City management position and one (1) firefighter as defined in FMC Section 3-301 (f) from a City management position as voting members to the Fresno Fire and Police Retirement Board under the authority as described in Section 3-305 (a) (1) of the FMC. In the event any individual(s) so appointed fails to qualify, resigns, retires, or no longer qualifies to serve on the Board, the Mayor subject to the approval of the City Council shall appoint a replacement under the terms and provisions of this agreement within twenty (20) business days. If a decision is approved by the Fire and Police Retirement Board to separate the commingled investments of the Fresno Fire and Police Retirement System and the Fresno Employees Retirement System, this agreement on Mayoral appointments to the Fire and Police Retirement Board shall immediately become null and void and the appointment provisions contained in FMC Section 3-305 shall apply.

- B. During the life of this Agreement/MOU should either party desire to modify its terms or to meet and confer with the other party as to matters within the scope of representation not addressed in this MOU, the party requesting any change shall request in writing to meet and confer on the item(s), which item(s) shall be specified in writing.
- C. During the term of this Agreement/MOU, either party may refuse any request by the other to meet and confer without explanation if (1) the item is directly considered and specifically addressed herein; or (2) is directly considered and specifically addressed in any FMC section, charter section or provision, or resolution section, which section specifically establishes wages, hours, or other terms and conditions of employment; or (3) the specific item was included in an

initial written proposal from the party making the request during the meet and confer process which led to this agreement. Either party shall also have the right to refuse a request on any matter falling within the scope of representation and which would be the basis of a proper refusal under (1) – (3) supra, if the proposal, if accepted or implemented, would only become effective after the expiration of this MOU. No unilateral action on any such refused proposal may be taken by the requesting party after such a refusal by the other.

It is further agreed, however, that this section shall not prohibit the City from requesting to meet and confer on changes to federal or state statutes or regulations.

IN WITNESS WHEREOF, the parties hereto have set their hands this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

FOR THE FRESNO POLICE OFFICERS ASSOCIATION:      FOR THE CITY OF FRESNO:

\_\_\_\_\_  
TIMOTHY TALBOT  
Chief Negotiator, Legal Counsel

\_\_\_\_\_  
SUMEET MALHI  
Chief Negotiator, Director of Personnel Services

\_\_\_\_\_  
JOE ALVAREZ  
Police Captain

APPROVED AS TO FORM  
CITY ATTORNEY'S OFFICE

BY: \_\_\_\_\_  
Assistant City Attorney

# EXHIBIT I – SALARY TABLES

Table I  
Salaries Effective June 17, 2024

CLASS TITLE	A	B	C	D	E	F	G	H	I
Deputy Police Chief	-	14005	–	18205	-	-	-	-	-
Police Captain	11150	11707	12293	12906	13555	14233	14945	15692	16476
Police Lieutenant	9684	10168	10677	11210	11771	12360	12978	13628	14310

Table I  
Salaries Effective July 28, 2025

CLASS TITLE	JOB CODE	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007		14426	–	18752					
Police Captain	415006	11485	12059	12662	13294	13962	14660	15394	16163	16971
Police Lieutenant	415005	9975	10474	10998	11547	12125	12731	13368	14037	14740

Table IA  
Salaries Effective December 29, 2025 (if met FY26 1% contingency)

CLASS TITLE	JOB CODE	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007		14571	–	18940					
Police Captain	415006	11600	12180	12789	13427	14102	14807	15548	16325	17141
Police Lieutenant	415005	10075	10579	11108	11663	12247	12859	13502	14178	14888

Table II  
Salaries Effective June 15, 2026 (if met FY26 1% contingency)

CLASS TITLE	JOB CODE	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007		14717	–	19130					
Police Captain	415006	11716	12302	12917	13562	14244	14956	15704	16489	17313
Police Lieutenant	415005	10176	10685	11220	11780	12370	12988	13638	14320	15037