

RESOLUTION NO. 2023-24

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL GARDENS, CALIFORNIA, ADOPTING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF BELL GARDENS POLICE OFFICERS ASSOCIATION (“BGPOA”)

WHEREAS, the representatives of the City and the Bell Gardens Police Officers Association have engaged in multiple meet and confer sessions and did so in good faith and in compliance with Government Code §§ 3500 et. seq. as regards to efforts to negotiate a successor to the 2021-2023 Memorandum of Understanding (MOU); and

WHEREAS, representatives of the City and the Bell Gardens Police Officers Association have agreed upon a successor to the 2021-2023 Memorandum of Understanding.

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

SECTION 1. The City Council finds that the above recitals are true and correct and incorporate them herein.

SECTION 2. Unless otherwise indicated in this Resolution, the following terms and conditions of employment for those employees in the unit represented by the Bell Gardens Police Officers Association, shall be adopted and implemented prospectively with City Council passage, approval and adoption of the 2023-2026 MOU attached hereto as Exhibit 2 (“MOU”). The provisions in the actual adopted MOU shall prevail over any conflicts between the MOU provisions and the provisions in this Resolution.

SECTION 3. The terms and conditions of employment for those employees in the unit represented by the Bell Gardens Police Officers Association, and which shall be incorporated into Exhibit 2, are:

1. **Article II. Term of Agreement**

The term of the agreement will be from April 1, 2023, to March 31, 2026.

2. **Article III. Salaries**

All classifications within this bargaining unit shall receive base salary adjustments as follows:

Effective the first full pay period following April 1, 2023: 7% base salary increase

Effective the first full pay period following April 1, 2024: 4% base salary increase

Effective the first full pay period following April 1, 2025: 5% base salary increase

3. Article XIII. Educational Incentive

Section 1b. Effective the first full pay period following April 1, 2025, sworn unit members shall be entitled to a salary differential of 3.5% of their base salary upon being awarded an Associate of Arts degree or an Intermediate POST Certificate. Sworn unit members shall be entitled to receive a salary differential of 9.5% of their base salary upon being awarded a Baccalaureate degree or an Advanced POST certificate. Sworn unit members having been awarded a Master's Degree, shall be entitled to receive a salary differential of 10% of their base salary. The salary differentials described herein are not cumulative. For example, any sworn employee holding both an Advanced POST Certificate and a Master's Degree shall only be entitled to receive a salary differential of 10% of their base pay.

Section 2b. Effective the first full pay period following April 1, 2025, dispatchers shall be entitled to incentive pay for the below certificates. The incentive pay for these certificates are not cumulative. Therefore, an individual holding an intermediate and advanced certificate shall only be entitled to the advanced certificate.

- POST Dispatcher Intermediate Certificate \$220 per month
- POST Dispatcher Advanced Certificate \$270 per month

4. Article XXVI. Compensatory Time

Comp Time Bank – Within thirty (30) days of ratification of the agreement, the City shall credit each unit member with eighty (80) hours of compensatory time. This is a one-time deposit of compensatory time into each unit members' compensatory time accrual bank to be used in accordance with the City's leave policies.

SECTION 4. The City Council hereby approves and adopts the 2023-2026 Memorandum of Understanding attached to the Staff Report as Exhibit 2.

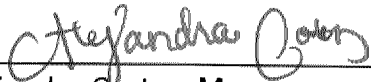
SECTION 5. Subject to all applicable laws, the City Council hereby authorizes the City Manager to execute the MOU and all documents reasonably necessary to effectuate the intent of this Resolution.

SECTION 6. The City Clerk shall attest and certify to the passages and adoption of this Resolution and enter it into the book of original resolutions, and it shall become effective immediately upon its approval.

[Signatures on the following page]

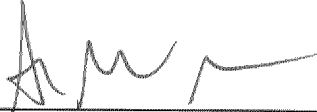
PASSED, APPROVED, and ADOPTED this 10th day of April 2023.

THE CITY OF BELL GARDENS



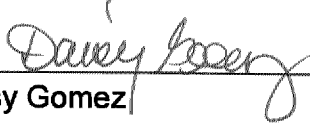
Alejandra Cortez, Mayor

APPROVED AS TO FORM:



Stephanie Vasquez
City Attorney

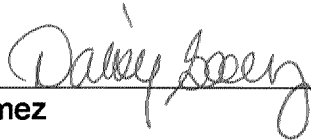
ATTEST:



Daisy Gomez
City Clerk

I, DAISY GOMEZ, City Clerk of the City of Bell Gardens, hereby CERTIFY that **City Council Resolution No. 2023-24** was adopted by the Bell Gardens City Council at a regular meeting of the City Council held on Monday, April 10, 2023 and was approved and passed by the following vote:

AYES: Council Member Barcena, Chavez, Pulido, Mayor Cortez
NOES: None
ABSTAIN: None
ABSENT: Mayor Pro Tem De Leon Sanchez



Daisy Gomez
City Clerk

