

MEMORANDUM OF UNDERSTANDING

July 1, 2025 through June 30, 2028

SAUSALITO POLICE ASSOCIATION, INC.

*Sausalito Police Association, Inc.
Memorandum of Understanding
July 1, 2025 through June 30, 2028*

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This Memorandum of Understanding is entered into pursuant to the provisions of Section 3500, *et seq.* of the Government Code of the State of California.

The parties have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in said representation unit. The parties have freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding shall be presented to the Sausalito City Council as the joint recommendation of the undersigned parties for salary and employee benefit adjustments for the period commencing July 1, 2025 and ending June 30, 2028 and shall not be effective unless and until it is approved by the City Council.

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SECTION 1. RECOGNITION

1.1 ASSOCIATION RECOGNITION

The Sausalito Police Association, Inc., hereinafter referred to as the "Association," is recognized as the majority employee organization for those employees as defined in Section 4.1 and employees assigned to those classifications listed in Appendix A.

1.2 CITY RECOGNITION

The City Manager, or any management representative duly authorized by the City Manager, is the representative of the City of Sausalito, hereinafter referred to as the "City", in employer-employee relations.

SECTION 2. DUES DEDUCTION

Dues deduction shall be based on the voluntary written authorization of the employee, which shall remain in effect so long as the employee remains in the Association unless such authorization is canceled in writing by the employee. The dues deduction shall be for an amount specified by the Association.

The Association will provide the City with a Certification that it has and will maintain an authorization signed by the individual from whose salary or wages the deduction or reduction is to be made. The City will direct employee requests to cancel or change deductions to the Association and shall rely on information provided by the Association regarding whether deductions were properly canceled or changed.

The employee's earnings must be sufficient, after all other required deductions are made, to cover the amount of the deductions herein authorized. When an employee is on unpaid leave for all or a portion of the pay period and their pay is not sufficient to cover the full withholding, no deduction shall be made.

To the extent permitted by law, the Association shall indemnify, defend, and hold the City harmless against any claims made and against any suit instituted against the City on account of dues deduction. The Association shall refund to the City any amounts paid to it in error upon representation of supporting evidence.

SECTION 3. NO DISCRIMINATION

There shall be no discrimination against any employee or applicant for employment by the Association or City or by anyone employed by the City on the perceived or actual basis of any status protected by Federal, State or local law. Complaints of discrimination and/or harassment may be reported to anyone in the employee's chain of command or to the Department of Human Resources. This Section shall not be subject to the Grievance Procedure.

SECTION 4. PROBATIONARY STATUS

4.1 CLASSIFICATION OF EMPLOYEES

A probationary or permanent employee is defined as an employee in a permanently authorized position who is required to be enrolled in the State Public Employees Retirement System (PERS). Probationary or permanent full-time employees shall be compensated at the monthly rates described in this Memorandum of Understanding and such employees are entitled to all employee benefits, in accordance with the various provisions of this Memorandum of Understanding.

4.2 PROBATIONARY PERIOD

All appointments to positions shall be tentative and subject to a probationary period. The probationary period for original appointments to sworn positions shall be for a period of eighteen (18) months except for appointments where the new employee has successfully completed probation at another police department for the same position, in which case the probationary period shall be twelve (12) months. The probationary period for original appointments to non-sworn positions shall be for twelve (12) months and the period for promotional appointments to all positions shall be twelve (12) months. Individual probationary periods may be extended with good cause upon request of the department head.

During the original probationary period an employee may be terminated, at any time, without the right of appeal in any manner except as mandated by state or federal law. Notification of termination in writing shall be served on the probationer.

An employee who has previously completed the requisite probationary period and who is rejected during a subsequent probationary period for a promotional appointment shall be reinstated to the former position from which the employee was appointed unless the employee is discharged for cause.

SECTION 5. DISCIPLINARY ACTION

5.1 NOTICE

When the department head imposes any punitive action (as defined in Section 3303 of the Public Safety Officers Procedural Bill of Rights, California Government Code Section 3300, *et seq.* or successor statute) on a regular (non-probationary) employee, written notice of the action and the reasons therefore, as provided in the City's personnel rules, shall be given to the employee. If the employee feels that the punitive action has been unjustly imposed, he or she shall have the right to appeal his or her case through the appropriate procedure as outlined below. A transfer for purpose of punishment not resulting in economic loss and a written reprimand shall only be appealable up to the level of the City Manager, pursuant to Section 5.3 below.

5.2 APPEAL PROCEDURE

The following shall apply to regular employees. Probationary employees do not have any appeal rights and shall be subject to the provisions of Section 4.1, above.

Step 1. Within ten (10) calendar days after submission of the notice of punitive action, the employee may submit a written reply and/or request for hearing to the City Manager in response to the charges made against him or her. The City Manager shall investigate the issues involved and, within fourteen calendar days of receipt of the written request from the employee, schedule a meeting with the employee and the Association representative. At this meeting, the City Manager shall attempt to reach a satisfactory resolution of the appeal. The City Manager shall have fourteen calendar days following this meeting in which to reply in writing.

Step 2. For discipline of a five (5) working day suspension or less: If the employee and Association are not satisfied with the City Manager's response in Step 1, the Association may, within ten (10) calendar days of the City Manager's reply, request review by a mediator provided by the State Mediation and Conciliation Service. Each side will bear its own costs for said mediation, and the actual cost for the service will be shared equally between the City and the Association. Any report of the mediator shall be advisory only and shall not be binding.

The City Manager shall consider the results of the mediation including any report of the mediator and, within fourteen calendar days, notify the Association in writing whether or not his or her previous position has been modified. For discipline of a five (5) working day suspension or less, the City Manager's decision will be final.

Step 2. For Discipline greater than a five (5) working day suspension: If the employee and Association are not satisfied with the City Manager's position at Step 1, the Association may, within ten (10) calendar days submit a written request for a hearing before a neutral arbitrator, selected by the following process: The parties shall request that the SMCS supply a list of seven (7) names of persons experienced in hearing public employment discipline matters. If the City and the employee and/or their employee organization are unable to mutually agree on a hearing officer, each party shall alternately strike a name from the list until only one remains. The order of strike shall be determined by lot. Procedures governing the arbitration hearing shall include, but not be limited to:

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the Public Safety Officers Procedural Bill of Rights, California Government Code Section 3300, *et seq.*, testimony under oath, the right of cross-examination and to confront adversary witnesses, the right to representation, exclusion from the hearing room of any witnesses not at the time under examination, and the issuance of a formal decision. The decision of the arbitrator shall be final and binding.

5.3 OTHER DISCIPLINARY ACTION

When the department head imposes discipline other than what is specified in Section 5.1, the employee may submit, within ten (10) calendar days of the discipline, a written request for an administrative appeal to the City Manager. The City Manager shall review the discipline and pertinent information and then shall render a decision within ten (10) working days of receipt of the request for an administrative appeal. The City Manager's decision shall be final. The City agrees to comply with Government Code Sections 3300 – 3311 commonly referred to the Public Safety Officers Procedural Bill Of Rights Act, to the extent applicable.

SECTION 6. GRIEVANCE PROCEDURE

6.1 DEFINITION

A grievance is any dispute that involves the interpretation or application of any provision of this Memorandum of Understanding or any addenda or supplementary letter attached to this Memorandum of Understanding.

6.2 PROCEDURE

A grievance shall be filed according to the following procedures:

Step 1. The Association, on behalf of any employee who believes that he/she has a grievance, may, within sixty (60) calendar days of the event giving rise to the grievance, present the grievance informally, either orally or in writing, to the immediate supervisor involved in the event. Grievances not presented within the time period shall be deemed to be waived and the event giving rise to the grievance shall remain unaltered in any respect. If the grievance is not resolved orally, the supervisor shall give a written answer to the Association within ten (10) calendar days of the receipt from the grievance by the supervisor. When the immediate supervisor is also the department head, the grievance shall be presented directly as provided in Step 2.

Step 2. If the grievance is not resolved with the immediate supervisor, the Association may, within five (5) calendar days from receipt of the supervisor's answer, forward the grievance in writing to the department head for consideration. If the grievance is not submitted to the department head within five (5) calendar days from the date of receiving the decision from the immediate supervisor,

the immediate supervisor's decision shall be final and binding. In the event that the immediate supervisor is also the department head, the grievance may, within ten (10) calendar days of the event giving rise to the grievance, be presented to the department head. Grievances not presented within the time period shall be deemed to be waived and the event giving rise to the grievance shall remain unaltered in any respect. Answer to the grievance shall be made in writing by the department head, after conferring with the Association, within fifteen (15) working days from receipt of the grievance.

Step 3. If the department head does not resolve the grievance, the grievance may be forwarded within ten (10) calendar days to the City Manager for final disposition, OR

At the Association's request, the matter may be referred to a disinterested third party selected from a list of ten (10) candidates provided by the State Mediation and Conciliation Service. If the parties cannot mutually agree on the party to be selected, it shall be determined by lot which party may first strike a name from the list. The parties shall alternately strike one name and the last name remaining shall be selected. Each side will bear its own costs for said mediation, and the actual cost for the service will be shared equally between the City and the Association. The report of the disinterested third party shall be advisory only and shall not be binding.

Step 4. The report of the disinterested third party shall be submitted to the Association and to the City Manager. The City Manager shall consider the report of the disinterested third party and, within ten (10) working days, notify the Association in writing whether or not his or her previous position has been modified.

Step 5. If the Association is not satisfied with the City Manager's position in response to the report of the disinterested third party, the Association may, within ten (10) calendar days submit a written request for a hearing before the City Council. Upon such a request the City Council shall schedule a hearing within thirty (30) calendar days. The decision of the City Council shall be final

6.3 EXTENSION OF TIME LIMITS

The above-specified time limits may be extended by mutual written agreement between the parties. Failure of the employee or the Association to act within the specified time limits, unless extended, shall dismiss and nullify the grievance. Failure by the City to observe such time limits, unless extended, shall cause the grievance to be moved to the next level of the grievance procedure.

6.4 COMPENSATION COMPLAINTS

All complaints involving or concerning the payment of compensation after the effective date of this Memorandum of Understanding shall be initially filed in writing with the department head. Only complaints which allege that employees are not being compensated in accordance with the provisions of this Memorandum of Understanding shall be considered as grievances. Any other

matters of compensation are to be resolved in the meet and confer process and, if not detailed in the agreement which results from such meet and confer process, shall be deemed withdrawn until the meet and confer process is next opened for such discussion. No adjustment shall be retroactive for more than sixty (60) days from the date upon which the complaint was filed.

SECTION 7. SALARIES

7.1 PAY PERIODS

Salaries are paid on a bi-weekly basis. Each pay period shall begin at 12:01a.m. Sunday and continue up to and including 12:00 midnight Saturday two (2) weeks following. Each payment shall be made not later than the Friday following the ending of each payroll period and shall include payment for all earnings during that payroll period. There are twenty-six (26) pay periods per year. Benefits deductions and cafeteria plan contributions occur in the first two pay periods of a calendar month.

7.2 DEFINITION OF YEAR

For purposes of calculating pay and benefits, the end of the year shall be defined as the last day of the last full pay period of the fiscal year.

7.3 INCREASES

General Salary increases:

First full pay period following City Council adoption:	3.0%
First full pay period following July 1, 2026:	2.5%
First full pay period following July 1, 2027:	2.5%

Salary Survey:

To avoid the City falling behind market in the second and third years of the MOU, the City will perform a total compensation survey in the fall of 2026 and 2027. The survey will utilize the survey jurisdictions and elements of compensation utilized in the City's 2025 salary survey (attached), plus equivalent classifications in the Marin County Sheriff's Office, for the classifications of Police Officer, Police Corporal, and Police Sergeant, and will reflect known salary increases through the month of August.

The City will provide the total compensation survey to the SPA no later than September 15, 2026 and September 15, 2027. If the survey shows the total compensation for the Sausalito Police Officer, Sausalito Police Corporal, or Sausalito Police Sergeant classification to be more than 0.5%

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below market median, the parties will meet and confer over compensation changes to address the distance from median. Topics for discussion will include which areas of compensation (e.g., wages or benefits), if any, are appropriate for modification, and whether any such changes should be retroactive to July 1 of the relevant fiscal year. Any changes will be by mutual agreement only.

7.4 STEP INCREASES

Employees who are on any form of leave, paid or unpaid, medical or non-medical, and whose leave is twelve (12) weeks (cumulative) or longer during any one year, evaluation period, may have their step increases delayed until they are able to be evaluated.

All employees, with the exception of Police Officers, who have received a satisfactory rating ("M") or better on an employee performance evaluation shall receive increases in salary according to the following plan:

- Step B upon completion of twelve (12) months' service at Step A
- Step C upon completion of twelve (12) months' service at Step B
- Step D upon completion of twelve (12) months' service at Step C
- Step E upon completion of twelve (12) months' service at Step D
- Step F upon completion of twelve (12) months' service at Step E
- Step G upon completion of twelve (12) months' service at Step F

All Police Officers hired at Step A, who have received a satisfactory rating ("M") or better on an employee performance evaluation shall receive increases in salary according to the following plan:

- Step B upon completion of probationary period
- Step C upon completion of twelve (12) months' service at Step B
- Step D upon completion of twelve (12) months' service at Step C
- Step E upon completion of twelve (12) months' service at Step D
- Step F upon completion of twelve (12) months' service at Step E
- Step G upon completion of six (06) months' service at Step F

7.5 SHIFT DIFFERENTIAL

Sworn members of the bargaining unit who are assigned to the night shift will be paid differential of five percent (5%) of base pay plus educational incentive. Shift differential will not be paid for voluntary shift trades between individual officers.

Night shift differential is defined as the differential paid to the employee when the majority of regularly scheduled non overtime hours worked fall between 3 p.m. and 8 a.m.

Nightshift differential shall be paid to an officer when:

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1. An employee regularly assigned to a night shift who is temporarily assigned to a day shift.
2. An employee regularly assigned to a day shift who is temporarily assigned to a night shift.
3. An employee regularly assigned to a night shift shall be paid a night shift differential during a period of leave with pay (Vacation, Administrative leave etc).
4. An employee regularly assigned to a day shift who is temporarily assigned to a night shift shall be paid a night shift differential for any leave with pay taken when scheduled to work night shifts.

In all other respects, the payment of shift differential shall comply with the requirements of the Fair Labor Standards Act.

7.6 CALL BACK PAY

To compensate employees for the time involved in returning to work when off duty, an employee directed to return to work by a supervisor, when that employee is not on duty, shall be paid a premium of two (2) hours of pay at the overtime rate, regardless of whether the employee works two (2) hours or not. Should the employee work in excess of two (2) hours, they will be paid for actual hours worked in excess of two (2) hours at the overtime rate. Officers may elect to take Call Back Pay as Compensatory Time Off (CTO) in lieu of being paid for such hours consistent with section 8.4.

7.7 LONGEVITY PAY

Effective July 1, 2012, employees shall be awarded longevity pay of one and one half percent (1.5 %) of base pay plus educational incentive per pay period after five (5) years, three percent (3%) of base pay plus educational incentive per pay period after ten (10) years, four and one half percent (4.5%) of base pay plus educational incentive per pay period after fifteen (15) years and six percent (6%) of base pay plus educational incentive per pay period after twenty (20) years. Base Pay is defined as it is shown in the current year's salary tables and educational incentive is defined as it is shown in Section 19 herein.

7.8 SPECIALTY ASSIGNMENT PAY

1. Officer-In-Charge Pay: Patrol Officers or Detectives working as Officer-in-Charge Watch Commanders shall be paid an additional five percent (5%) premium pay for each shift assigned to OIC duty.

2. Field Training Officer Pay: Any sworn officer assigned and actively training new employees shall receive a five percent (5%) premium pay for the hours in which such training is provided.
3. Investigations: Sworn officers who are assigned to investigations will receive 5% above their base salary.
4. Motorcycle Pay: Sworn officers who are assigned to motorcycle patrol will receive 5% above their base salary for hours on the motorcycle. It is the watch commander's decision on who will be assigned to a motorcycle on any given shift.
5. Special Response Team (SRT)/ Hostage Negotiation Team (HNT): Pay: Sworn officers who are assigned to HNT or SRT will receive 5% above their base salary for the hours in which they are actively training with their respective teams or if they are called out to an incident requiring HNT or SRT teams.
6. Parking Enforcement Officers; actively training a new employee shall receive a five percent (5%) premium pay for the hours in which such training is provided.

7.9 SALARY DIFFERENTIAL

The salary differential between the top step of the Sergeant classification and the top step of Police Officer classification is established to be at least twenty percent (20%).

7.10 Y RATE

Any employee occupying a position which is reallocated to a class, the maximum salary for which is less than the incumbent's present salary, or occupying a position in a class, the salary rate or range for which is reduced, shall continue to receive his or her present salary with no increase in pay until the salary range exceeds the incumbent's salary. Such salary shall be designated as a "Y" rate.

7.11 OUT OF CLASS PAY

When an employee is assigned to perform duties above those of other employees of his/her same classification for a time span of 84 cumulative hours in one fiscal year, said employee will be compensated at 5% above his/her base salary for those hours in excess of the first 84 hours.

Examples of out of class pay:

- A Corporal assigned to watch commander duties in lieu of a Sergeant.
- A Sergeant assigned to an administrative position in lieu of a Lieutenant.

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Unless otherwise determined by CalPERS, the 5% out of class premium is not pensionable compensation.

7.12 ACTING PAY

When an employee is assigned to perform the full range of duties and responsibilities of a higher job classification during the temporary or permanent absence of an employee (including “temporary promotions” to fill in behind a vacancy), said employee will be compensated at the step of the higher classification which is at least 5% above their his/her base salary for those hours in excess of the first 48 hours. However, if the top step of the higher classification is less than 5% above the employee’s base salary, the employee must be compensated at the top step for the higher classification. If the employee is placed in an acting assignment as a result of a vacancy in the higher-level position and the City is actively recruiting to fill that vacancy such acting assignment will be limited to 960 hours per fiscal year, consistent with CalPERS regulations. Acting pay under this section shall be treated as pensionable compensation, subject to approval by CalPERS.

7.13 BILINGUAL PAY

Officers who have the ability to speak and understand Spanish, as determined by a standard academic test of proficiency, shall receive the following bilingual pay if the Chief determines that the officer’s bilingual skills are of benefit to the City:

- (i) 2.5% above their base salary if they possess the skill to converse in Spanish well enough to complete a basic investigation but are not fluent; or
- (ii) 5.0% above their base salary if they are certified as fluent in Spanish (both verbal and reading skills, include the ability to testify in court in Spanish).

SECTION 8. HOURS OF WORK

8.1 NORMAL WORK SCHEDULE FOR NON-SWORN PERSONNEL

The normal work schedule for employees occupying full-time positions shall consist of forty (40) hours to be worked within a seven (7) day workweek beginning at 12:01 a.m. Sunday and ending at 12:00 midnight Saturday.

The normal workday for all non-sworn employees shall consist of not more than ten (10) hours. These employees shall receive thirty (30) minutes for lunch. Time so taken is on-duty, subject to call, and is included in the working day.

8.2 WORK WEEK / WORK PERIOD FOR SWORN PERSONNEL

8.2.1 WORK SCHEDULE

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In accordance with the Fair Labor Standards Act (FLSA) Section 207K, sworn personnel shall have a work period exemption consisting of fourteen (14) days commencing on Sunday at 0001 hours and ending fourteen (14) days later on Saturday at 2400 hours.

1. A work schedule is the normal number of days and hours of work assigned to an employee within a work period. Employees will be scheduled in accordance with the needs of the Department.
2. Full and part-time work schedules which may be established by the Department include, but are not limited to:
 - a. Eight (8), Ten (10), or twelve (12) hours per day on each work day assigned within a work period.
 - b. The Department will make an effort to provide consecutive days off.
3. If the department decides to abolish, establish or change work schedules, the Department shall inform SPA at least thirty (30) calendar days prior to taking such action.
4. Personnel assigned to attend training, to specialty and one-time investigative assignments, or to light duty may be assigned to ten (10) hour shifts or eight (8) hours shifts.
5. Sworn employees will normally be provided thirty (30) minutes for lunch. The sworn lunch period is on-duty (i.e., paid time), and the employee is subject to callout during the lunch period.
6. Scheduled Day Off ("SDO"). Employees working a 12-hour 3-4 work schedule will continue to be paid for eighty (80) hours biweekly and earn 4 hours of Non-FLSA ("other") Compensatory Time Off at the straight time rate for their regular hours worked in each biweekly pay period. (29 CFR 553.28.) The following language is intended to memorialize the parties' existing practices with regard to the payment and use of SDO.
 - a. Paid Hours. Employees will be paid base pay plus incentives (Education, bilingual, holiday in lieu, etc.) for eighty (80) hours biweekly. However, shift differential for employees assigned to the Night Shift (as defined in Section 7.5) is paid on all hours worked in a pay period (i.e., the night shift differential applies to all 84 hours regularly-schedule hours plus any overtime hours worked in the pay period).
 - b. SDO. Non-FLSA compensatory time off will be accrued in the SDO bank and may be used for leave in the same manner as vacation. At the end of each quarter, all time in an employee's SDO bank will be paid out at the employee's base rate of pay.

Employees will be able to use the full quarterly accrual of SDO at the start of the quarter. However, if an employee separates service with a negative SDO balance, the excess time off will be treated as discretionary leave and the employee's

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discretionary leave banks (vacation and compensatory time off) will be reduced by the amount of the negative SDO balance.

8.2.2 REGULAR AND EMERGENCY CHANGES

Regular shift assignment changes for individuals and emergency assignments are not subject to the provisions of meeting and conferring. The City agrees to provide a minimum of ten (10) working days notice to employees prior to changing their regular shift assignment. Under normal conditions, shift changes shall occur at 12:01 a.m. on the first Sunday night of the month.

8.2.3 OTHER WORK SCHEDULE ITEMS

Sworn personnel assigned to patrol teams shall work in accordance with the FLSA 7k work period exemption consisting of fourteen (14) days commencing on Sunday at 0001 hours and ending fourteen (14) days later on Saturday at 2400 hours. A typical workday consists of twelve (12) hours per shift. A non-typical workday consists of ten (10) hour working shifts. Shift personnel receive thirty (30) minutes for lunch. Time so taken is on-duty, subject to call, and is included in the twelve (12) or ten (10) hour working shift.

Typical 12-hour shifts are scheduled as follows:

- Day shift typically is 0700 hours to 1900 hours.
- Mid-day shift typically is 1200 hours to 2400 hours. Swing-shift typically is 1500 hours to 0300 hours of the following day.
- Night shift typically is 1900 hours to 0700 hours of the following day.
- Non-typical shifts might be scheduled as follows depending on the current staffing and workload study:
 - Day shift typically is 0900 hours to 1900 hours.
 - Mid-day shift typically is 1200 hours to 2200 hours.
 - Swing shift typically is 1700 hours to 0300 hours of the following day.

Each shift will normally work three (3) twelve (12) hour shifts, or thirty-six (36) hours, followed by four (4) days off and will then work four twelve (12) hour shifts or forty-eight (48) hours, followed by three (3) days off, within a fourteen (14) day period. Typically, one (1) team will work on Sunday, Monday, and Tuesday and every other Wednesday. Typically, the other team will work Thursday, Friday, Saturday and every other Wednesday, dependent upon the needs of the department. Any change to the typical work shifts in excess of a two (2) week/fourteen (14) day duration is subject to impact bargaining.

The standard work week of those employees regularly assigned to a '4-10' workweek shall consist of four (4) consecutive work days (10-hour shifts) followed by three (3) consecutive days off.

The standard work week of those employees regularly assigned to a '5-8' workweek shall consist of five (5) consecutive work days (8-hour shifts) followed by two (2) consecutive days off.

The following illustrates a typical work period:

WEEK 1

SUNDAY	MONDAY	TUESDAY	WED.	THURS.	FRIDAY	SAT.
ON	ON	ON	OFF	OFF	OFF	OFF

WEEK 2

SUNDAY	MONDAY	TUESDAY	WED.	THURS.	FRIDAY	SAT.
ON	ON	ON	ON	OFF	OFF	OFF

There are periods in which the need to augment personnel away from the above illustrated typical shift occurs. Personnel may be designated to serve on various shifts at the direction of the Chief of Police at any time. Scheduling of individual officers within the working schedule of shift rotation is subject to change at any time. Changes may occur during periods of personnel absence due to vacation, training, illness, injury, scheduled days off, compensatory time off, resignation or other unforeseen circumstances. Changes in the typical work schedule may also occur as a result of special needs of the department in order to address service to the community. Patrol personnel may be assigned to work hours and/or days other than those listed above. An example could be 1500 hours to 0300 hours and/or Tuesday, Wednesday and Thursday.

Sworn personnel will receive at least three (3) calendar days off between scheduled work weeks. Except in times of emergency as determined by a supervising officer, no Sergeant or Officer shall work more than twelve (12) hours on patrol without an intervening break of at least eight (8) hours. Changes in the days or hours of the regular work schedule of an employee shall entitle such employee to overtime compensation at the rate of time and one-half hours for any hours worked outside the employee's regular work schedule unless the City has posted the change in the schedule seven (7) days prior to the change. No advance notice to employees by the City of shift change shall be required and no overtime shall be paid when shift changes occur as a result of work related emergencies, i.e., multiple sicknesses, disabilities or injuries; an unplanned-for vacancy or shortage occurring less than seven (7) days in advance of the shift change.

The Sergeant assigned to administrative duties and as a cover Sergeant may be rotated out of the typical shift no more than twelve (12) weeks per year. During times when the Administrative

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Sergeant is utilized to cover extended absences due to illness, injury, resignation in excess of thirty (30) days duration, the twelve (12) week restriction shall not apply.

During times when it becomes necessary to move Patrol Officers from their assigned shift, the Patrol Officer from the affected team with the least amount of seniority in his/her classification with the City of Sausalito will be moved. Such move will last for a maximum of two (2) weeks. If it becomes necessary to move a Patrol Officer longer than two weeks, then the next Officer with the least seniority will be moved.

Sergeants and Officers assigned to patrol typically will work assigned shifts on four-month rotations. Sergeants and Officers working the above twelve (12) hour shift schedule receive twenty-four (24) hours of working time-off during each thirteen (13) week period, as scheduled by the Patrol Division Commander. In cases where an employee owes the City time (school, training, etc.), the Patrol Division Commander can use the above mentioned hours to make up the time difference.

8.3 OVERTIME

Non-sworn personnel assigned to work more than the number of hours per day or per week as specified in Section 8.1 above shall be paid overtime at the rate of one and one-half (1-1/2) times their regular rate of pay for each one quarter (1/4) of an hour or portion thereof for such time worked in excess of forty (40) hours in a seven (7) day period.

Sworn personnel assigned to work more than the number of hours per day or per week as specified in Section 8.2 above shall be paid overtime at the rate of one and one-half (1-1/2) times their regular rate of pay for each one quarter (1/4) of an hour or portion thereof for such time worked in excess of eighty-four (84) hours in a fourteen (14) day period.

8.4 COMPENSATORY TIME OFF

Compensatory time off shall be earned and scheduled in accordance with the Fair Labor Standards Act (FLSA). Except in cases of emergency, employees will give seven (7) days advance written notice of a request to take compensatory time off. For purposes of this Section, "emergency" is defined as a sudden and unforeseeable event or occurrence. No employee covered by this agreement may accrue more than one hundred twenty (120) hours of compensatory time off. An employee may "use and add" compensatory time during the year as long as the amount accrued never exceeds one hundred twenty (120) hours.

Twice annually during the City's fiscal year, an employee may request that up to 100% of his or her compensatory time be paid out in cash or converted to deferred compensation. The City shall pay or convert during a regular biweekly payroll and within one month of said request.

8.5 OFF DUTY COURT APPEARANCE PAY

Off duty court appearance pay shall be paid to regular employees who are subpoenaed to give testimony while off duty about events arising out of their employment. Such pay shall be paid at one and one-half (1-1/2) times the hourly rate of pay, at a minimum of four (4) hours of pay per court appearance. If court is an extension of the employee's normal workday, see Section 8.3. Separate minimum appearance payments shall be paid when an employee has to wait more than two (2) hours between cases, but separate cases falling within the four (4) hour minimum time frame shall not require additional appearance payments. If the court time exceeds four (4) hours, at the beginning of the fourth (4th) hour, overtime shall begin being earned at the rate of each one-quarter (1/4) of an hour or each portion thereof. Off duty court or other hearing testimony made via a telephone call shall be paid at a minimum of two (2) hours of overtime pay.

Regular employees appearing in civil court as civil witnesses by a subpoena issued pursuant to Government Code section 68097.1 shall be paid for travel to and from the place where the court or other tribunal is located and while required to remain at that place pursuant to the subpoena. The employee shall also receive actual necessary and reasonable traveling expenses incurred in complying with the subpoena. The employee shall complete the department provided worksheet detailing time spent traveling, appearance time, and mileage. Travel time for the purposes of civil court subpoena compliance includes the employee's place of residence. The minimum hours of pay already described in this section remain applicable to appearances in civil court pursuant to a subpoena.

8.6 OFF DUTY COURT STANDBY PAY

Off duty court standby pay shall be paid to all employees who are required to standby either at home or at a specific location to respond if required to appear in court. Such pay shall be paid at one and one-half (1-1/2) times the hourly rate of pay, for a minimum of two (2) hours up until 10:30 a.m. on the date of the scheduled appearance, if the appearance has not been cancelled a day or more prior. If the court appearance has not been cancelled the day prior, the employee must telephone the subpoenaing agency at 10:30 a.m. to ascertain the status. If the status is still unknown, the employee must immediately telephone the Police Department Administrative Aide and personally inform the agency of this situation. The agency representative shall follow up in order to expedite the case status. During this time, the employee will be on a stand-by status until further notified. The compensation during this time will be at time and one-half (1-1/2) the regular rate of pay for each quarter hour or fraction thereof. Once the court appearance has been cancelled or set, the standby compensation will be terminated.

Off duty court standby pay does not apply when: 1) the court appearance has been cancelled a day or more prior; 2) the court appearance is scheduled during duty time; 3) the court appearance is scheduled prior to 12:00 noon; or 4) the court appearance is for traffic court.

8.7 TRAINING TIME

Employees scheduled for training while off duty or outside of the regularly scheduled shift shall be paid a minimum of four (4) hours at one and one-half (1-1/2) times the regular rate of pay unless such training occurs within sixty (60) minutes of the beginning or end of their regularly scheduled shift. The above minimum guarantee shall not apply to "roll call" training time.

8.8 MISCELLANEOUS OVERTIME

Employees scheduled to attend meetings, teach classes, or participate in other police department or other city sanctioned activities while off duty or outside of the employee's regularly scheduled shift shall be paid a minimum of two (2) hours at one and one-half (1-1/2) times the regular rate of pay unless such activity occurs within sixty (60) minutes of the beginning or end of the employee's regularly scheduled shift.

SECTION 9. HOLIDAYS

9.1 BENEFITS

a. Non-Sworn Employees

Permanent and probationary non-sworn employees shall be entitled to the following authorized holidays at full pay, not to exceed the normal work schedule for any one (1) day.

(1) Non-sworn employees assigned to work a "5-40" schedule shall be entitled to the following twelve (12) authorized eight (8) hour holidays:

January 1	New Year's Day
Third Monday in February	Washington's Birthday
Last Monday in May	Memorial Day
June 19	Juneteenth
July 4	Independence Day
First Monday in September	Labor Day
September 9	Admission Day
November 11	Veterans Day
Fourth Thursday in November	Thanksgiving Day
Friday after the 4 th Thurs. in Nov.	Day after Thanksgiving
Full Day December 24	Christmas Eve
December 25	Christmas Day

And, any day proclaimed by the Mayor of the City as a public holiday

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(2) Non-sworn employees assigned to work a “4-10” schedule shall be entitled to the following ten (10) authorized ten (10) hour holidays:

January 1	New Year’s Day
Third Monday in February	Washington’s Birthday
Last Monday in May	Memorial Day
June 19	Juneteenth
July 4	Independence Day
First Monday in September	Labor Day
Fourth Thursday in November	Thanksgiving Day
Friday after the fourth Thursday in November	Day after Thanksgiving
Full Day December 24	Christmas Eve
December 25	Christmas Day

And, any day proclaimed by the Mayor of the City as a public holiday.

(3) Holidays on Saturday or Sunday

For non-sworn employees whose normal workweek does not include work on Saturdays or Sundays, when a holiday falls on Sunday, the following Monday shall be observed; when a holiday falls on Saturday, the previous Friday shall be observed.

(4) Floating Holiday

Non-sworn employees shall also receive ten (10) hours of floating holiday per fiscal year. The floating holiday must be used in the fiscal year earned and cannot be carried over into the next fiscal year.

The floating holiday shall be used at the discretion of the employee, with a minimum of seven (7) days advance notice and approval of the department head or designee.

b. Sworn Employees

Sergeants, Corporals, and Officers are compensated for holidays by an “in-lieu payment” based on ninety-two (92) hours of holiday time. The holiday in-lieu pay will be paid in equal amounts each pay period administered as 3.5385 hours a pay period at the employee’s base hourly rate of pay.

Sworn employees receiving holiday in lieu shall also receive twelve (12) hours of floating holiday per fiscal year. The floating holiday must be used in the fiscal year earned and cannot be carried over into the next fiscal year.

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The floating holiday shall be used at the discretion of the employee, with a minimum of seven (7) days advance notice and approval of the department head or designee.

9.2 WORK ON A HOLIDAY (NON-SWORN PERSONNEL)

- (1) Regularly Scheduled Workday. If an authorized City holiday falls on a scheduled workday and a non-sworn employee is required to work, the employee shall receive pay for the number of hours actually worked on the holiday, at the straight-time rate of pay, and have the OPTION to take their Holiday pay (10 hrs) as either pay (10 hrs) or straight comp time (10hrs).
- (2) Overtime on a Holiday If an authorized City holiday falls on a scheduled workday and a non-sworn employee is required to perform overtime work in addition to the regular workday, the employee shall receive, in addition to compensation provided for in Subsection (1) herein, overtime pay for the number of hours actually worked in addition to the regular workday, paid at time and one-half (1-1/2) the regular rate of pay.
- (3) Regular Day Off. If the authorized City holiday falls on a scheduled day off and a non-sworn employee is called back to work, the employee shall receive the straight-time rate of pay for each hour worked, plus pay at the rate of one and one-half (1-1/2) times the regular rate of pay for each hour worked over forty (40) in the workweek, and have the OPTION to take their Holiday pay (10 hrs) as either pay (10 hrs) or straight comp time (10hrs).

SECTION 10. SICK LEAVE

10.1 SICK LEAVE ACCRUAL

Employees shall accrue ninety-six (96) hours of sick leave per year. Sick leave shall be accrued on a pay-period basis and recorded in the books by the number of hours accrued.

Probationary employees shall accrue sick leave on the first day of the first full pay period following their appointment to a permanently authorized position. On the first day of the second calendar month following their appointment to a permanently authorized position, probationary and permanent employee shall be entitled to receive sick leave with pay.

Sick leave can be taken for the following:

- 1) An employee's illness or injury: The department head may require a doctor's certificate indicating absence from work was necessary.

- 2) An employee's dental, eye or other physical or medical examination or treatment by a licensed practitioner: Leaves for this purpose are limited to four (4) hours in any one (1) working day.
- 3) Providing necessary care of an ill or injured member of the immediate family: Absences of more than three (3) working days for this reason require a doctor's statement, indicating that the employee's presence was required at home. Leaves for this purpose shall be granted in accordance with the requirements of State and federal law.

Sick leave accrual is unlimited. Upon retirement under the provisions of the California Public Employees Retirement System, employees may convert unused accumulated sick leave to additional service credit at the rate of .004 years for each day of sick leave or be paid in cash for a maximum of sixty (60) days of sick leave and convert the remaining unused balance (excluding the number of days paid in cash) to additional service credit as specified immediately above.

10.2 SICK LEAVE INCENTIVE CASH OUT

Each sworn employee who does not use any sick leave and who does not experience any loss of work time due to industrial injury for one (1) calendar quarter (i.e., January through March, April through June, July through September, or October through December) shall have the option of cashing out up to one quarter (1/4) of that employee's sick leave accrual, which is six (6) hours. Employees must exercise this option within thirty calendar days of the end of the quarter in order to receive payment (e.g. an employee who does not experience any loss of work time from January through March must request payment no later than April 30). Failure to request a cash out during the applicable time period shall result in forfeiture of the ability to cash out sick leave hours for that quarter. In order to be eligible for this sick leave incentive cash out, employees must have at least forty (40) hours of sick leave remaining in their bank of sick leave after the cash out.

SECTION 11. NON-PAID STATUS

When an employee is on non-workers' compensation disability leave (non-paid status from the City of Sausalito having used up all vacation, sick-leave, compensatory time and catastrophic leave) no benefits will accrue including vacation time, sick leave time and PERS service credit; however, an employee on non-workers compensation disability leave may exchange his or her disability check dollar for dollar for a sick leave check to insure continuation of benefits. (This section does not refer to 4850 time).

SECTION 12. BEREAVEMENT LEAVE

In the case of death within the immediate family of an employee, such employee shall be entitled to remain absent from duty with pay in order to attend the funeral or memorial service for a period not to exceed the following:

Death of spouse or child	Five (5) days
Death of a parent or sibling	Three (3) days
Death of grandparent, aunt, uncle, niece, nephew	One (1) day

For any bereavement reason listed above, employees may remain off work up to-5 days and use leave-balances-or-unpaid-days-off to-cover-any additional days.

For purposes of this section, registered domestic partners shall be equivalent to a spouse and step and foster parent/child relationships which have been equivalent to natural relationships will be treated the same as parents/children. Additional days may be approved by the department head if warranted by special circumstances.

Leave of absence with pay because of death in an employee's immediate family is allowed solely for the purpose of arranging and/or attending funeral and memorial services and attending to legal issues relating to the death. Such leave shall not be charged against vacation or sick leave which an employee may be entitled to but shall be in addition thereto.

SECTION 13. VACATION LEAVE

Employees shall earn vacation credit at the following rates dependent upon years of service:

	Hours earned per bi-weekly pay period	Hours earned per year
Prior to completing 5 years	4.62	120
After completing 5 years	5.23	136
After completing 10 years	6.15	160
After completing 20 years	6.77	176

Probationary employees shall earn vacation leave on the first (1st) day of the first (1st) full pay period following their appointment to a permanently authorized position. On the first (1st) day of the seventh (7th) calendar month following their appointment to a permanently authorized position, vacation shall be available to all probationary and permanent employees in an amount of

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not less than two (2) hours at a time. Vacation shall be earned bi-weekly and recorded in the books by the number of hours earned.

The times during which an employee may take vacations shall be determined by the department head, provided that if the requirements of City service are such that part or all of an employee's vacation must be deferred beyond a particular fiscal year, the employee may take the vacation during the following fiscal year.

Vacation scheduling shall be done twice each year, once in October and once in April. Sign-up shall be according to seniority, with the October sign-up for the period of January through June and the April sign-up for the period of July through December. No more than one (1) Officer or one (1) Sergeant may be on vacation at the same time unless approved by the Chief of Police. Vacation sign-ups are subject to the approval of the Chief of Police.

It is the policy of the City that employees take their normal vacation each year; provided, however, that for reasons deemed sufficient by the department head, an employee may take less than the normal vacation one year with a correspondingly longer vacation the following year.

In the event an employee is not able to take all of the vacation to which he or she is entitled in a fiscal year, the employee shall be permitted to accumulate the unused portion to his or her credit, provided that on June 20th of any fiscal year, he or she shall not have a total credit of more than thirty (30) working days of vacation time accrued. Any vacation time in excess of the maximum shall be paid to the employee on the second payroll in June.

Holidays specified in Section 9 of this Memorandum of Understanding which fall during the employee's vacation shall not be charged as a day of vacation.

Upon termination of an employee's service with the City, the employee shall be paid a lump sum for all accrued vacation that has been earned in accordance with this Memorandum of Understanding prior to the termination.

SECTION 14. MISCELLANEOUS LEAVES

A probationary or permanent employee shall be granted leave of absence with full pay for jury service. In the event an employee receives extra compensation in the form of an appearance allowance or a salary or wage allowance for such duty, any such allowance shall be endorsed over to the City. Reimbursements to the employee from outside sources for travel and meal expenses may be kept by the employee.

The City will comply with California and federal law regarding leaves for the purpose of fulfilling any required military obligation.

Upon written request of a permanent employee, the City Manager may approve in writing a leave of absence without pay for a period not to exceed six (6) months. The City will comply with applicable State and federal laws in granting maternity leave to pregnant employees. Benefits do not accrue during leave of absence without pay.

14.1 UNION RELEASE TIME

- (a) The City will provide one bank of 80 hours of Union Release Time each calendar year to permit SPA Leadership to draw from the bank to attend applicable trainings, conferences, etc. The URT bank will be re-established at 80 hours on January 1 of each year and will not carry over from year to year.
- (b) URT must be pre-approved by command staff and will be subject to availability similar to other discretionary leaves (e.g., vacation).

SECTION 15. PROTECTED LEAVE

Employees eligible for protected leave under any state or federal law shall be granted that leave with no unlawful adverse action to that employee as a result of exercising their rights to protected leave under the law.

SECTION 16. CLOTHING AND UNIFORM ALLOWANCE

Sergeants, Police Officers and Police Detectives shall receive a uniform allowance of \$1,000.00 annually and shall be paid to the employee on the first pay period of each fiscal year (July 1). Effective the first full pay period following the later of (1) July 1, 2025 or (2) City Council adoption, Sergeants, Police Officers and Police Detectives shall receive a uniform allowance of one-thousand, two hundred and fifty dollars (\$1,250.00) annually and shall be paid to the employee on the first pay period of each fiscal year (July 1). Parking Enforcement Officers and Administrative Aide I shall receive a uniform allowance of \$750.00 annually and shall be paid to the employee on the first pay period of each fiscal year (July 1). The initial uniform allowance for newly employed personnel in the above classifications shall equal the annual uniform allowance for an employee in that classification at the time of hiring.

The initial uniform allowance for newly employed personnel in the above classifications shall equal the annual uniform allowance for an employee in that classification at the time of hiring.

SECTION 17. REDUCTION IN FORCE AND RE-EMPLOYMENT

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17.1 LAYOFF PROCEDURE

Whenever in the judgment of the City Council it becomes necessary in the interest of economy or efficiency or in the interest or mandate of the public, the City Council may abolish any position or employment in the competitive service, and the employee holding such position or employment may be laid off.

Layoffs shall be by job classification according to reverse order of seniority as determined by total full-time employment with the City and ability to perform the remaining duties or job.

An employee occupying a higher classification whose position is eliminated may elect to displace an employee in a lower classification provided that the two (2) classifications are in the same general family of jobs and responsibilities, that the basic qualifications of the lower position are met by the employee electing to fill the lower classification, and that the employee has more total City service than the displaced employee.

17.2 NOTICE OF LAYOFF

Employees to be laid off shall be given at least fourteen (14) calendar days' written notice prior to the event.

17.3 RE-EMPLOYMENT

The names of permanent and probationary employees who are laid off or demoted in lieu of layoff shall be placed upon re-employment lists for one (1) year for those classes requiring basically the same qualifications, duties and responsibilities of the class from which layoff or demotion in lieu of layoff was made. Placement on the re-employment list for a given class shall be in the reverse order of layoff from the class, i.e., the last person laid off shall be first on the list, the second-to-last person laid off shall be second, and so on. Such re-employment list(s) shall take precedence over all other employment lists for the same classifications when vacancies are to be filled. Persons appointed to permanent positions of the same or similar classifications as that from which laid off or demoted shall, upon such appointment, be dropped from the list. The City shall notify the person in writing of the offer for re-employment and the date by which he or she must respond. Such notice shall be sent to the last address provided to the City by the employee.

Should the person not accept the re-appointment within seven (7) calendar days after the date of the offer or should the person decline or be unable to begin work within two (2) weeks after the date of the acceptance of the offer, the person shall be considered unavailable for employment, shall forfeit the right to re-employment and be removed from the reemployment list. Whenever a person is unavailable for re-employment, the next person who is eligible on the re-employment list shall be offered re-employment in the same manner and under the same conditions as above.

Permanent employees re-appointed to the class from which laid off or demoted will not be required to undergo a new probationary period. Employees who had not completed their probationary period in the class from which laid off or demoted shall, upon reappointment to such class:

1. Serve the remainder of the probationary period if at the time of layoff or demotion the employee completed six (6) or more months [three (3) months on a promotional probation] of the probationary period; and
2. Start a new probationary period if at the time of layoff or demotion the employee completed less than six (6) months [three (3) months on a promotional probation] of the probationary period.

Former employees appointed from a re-employment list shall receive a rate of pay at least equal to the rate received at the time of layoff (provided such rate does not exceed the maximum rate established for the class) and shall be restored all rights accorded prior to being laid off such as credit for years of service, for vacation, and for sick leave. However, such re-employed employees shall not be eligible for benefits for which they received compensation at the time of or subsequent to the date they were laid off.

SECTION 18. BENEFITS

18.1 HEALTH BENEFITS

The City shall maintain a Cafeteria Plan of Benefits account for each employee and credit amounts to it each pay period as follows:

18.1.1 CITY CONTRIBUTIONS TO CAFETERIA PLAN OF BENEFITS

The City shall make a direct contribution equal to the minimum employer contribution for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA) on behalf of each active employee and qualified retiree.

In addition, the City shall make a non-elective employer contribution to the flexible benefits plan on behalf of each eligible employee in an amount which, together with the PEMHCA minimum contribution, equals the following:

Single Coverage:	\$1,230.24
Two-Party Coverage:	\$2,389.66
Employee plus Two or More:	\$3,085.36

The above amounts are inclusive of the PEMHCA statutory minimum contribution.

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As of the first pay period in January 2026, the above amounts will be increased by the entire sum of the rate increase for the year 2026 for the CalPERS Kaiser Medical Plan for each category.

As of the first pay period in January 2027, the above amounts will be increased by the entire sum of the rate increase for the year 2027 for the CalPERS Kaiser Medical Plan for each category.

As of the first pay period in January 2028, the above amounts will be increased by the entire sum of the rate increase for the year 2028 for the CalPERS Kaiser Medical Plan for each category.

As of the first period in January 2028, the above amounts will be increased by the entire sum of the rate increase for the year 2028 for the CalPERS Kaiser Medical Plan for each category.

18.1.2 CAFETERIA PLAN OF BENEFITS FOR ALL EMPLOYEES

The Cafeteria Plan shall include the following benefits options (and includes the PERS Minimum Employer Contribution for health care):

- Health Care insurance (employee must select this option unless evidence of comparable coverage from another source is provided)
- Dental insurance
- Vision care
- Life and Accidental Death and Dismemberment insurance (employee must select this option*)
- Long-term disability
- Dependent care (Child Care, etc.) assistance reimbursement of costs: Dependent care expenses must qualify in accordance with the regulations set forth in Internal Revenue Code paragraph 129. The amount designated for dependent care assistance by an individual employee may not exceed IRS annual limits as posted at [Publication 969 \(2021\), Health Savings Accounts and Other Tax-Favored Health Plans | Internal Revenue Service \(irs.gov\)](#).

Employees may select more benefits than covered by the amount credited to their account by the City. The additional cost for such benefits shall be deducted from the employee's check in pre-tax dollars.

Employees selecting benefits that result in the employee having a surplus of Cafeteria dollars in their Cafeteria plan will have those dollars added to their taxable income.

Probationary employees shall be placed on the rolls of the various insurance plans on the first day of the calendar month following their appointment to a permanently authorized position.

Employees shall be eligible to receive flu shots and poison oak shots, and the City shall pay the cost of such shots. Employees may receive hepatitis B inoculations subject to the consent of the

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employee. The City shall choose the medical clinic at which such immunizations will be administered.

18.2 MEDICAL WAIVER

Employees who provide the City with written evidence of medical coverage obtained through a spouse or other source that is comparable to the City's coverage may elect to not be covered by the City's plan and may, in lieu of receiving medical insurance, elect to receive a biweekly payment equal to the Cafeteria Plan of Benefits single employee credit amount shown in Section 17.1. The employee will sign a waiver form provided by the Personnel Division. Employees choosing coverage at a later time by one of the City sponsored plans will be subject to the requirements of the health insurance provider chosen by the employee(s).

18.3 DEFERRED COMPENSATION

In accordance with IRS rules restrictions, an employee may make contributions to the deferred compensation plan on a form provided by Payroll.

18.4 RETIREE HEALTH BENEFITS

18.4.1 RETIREE MEDICAL BENEFIT

Employees who retire directly from City and meet the requirements of the California Public Employees Medical and Hospital Care Act (PEMHCA) may continue to participate in the PEMHCA Health Insurance Plans. Participation is subject to PEMHCA rules.

18.4.2 RETIREE MEDICAL BENEFITS FOR MISCELLANEOUS AND SAFETY EMPLOYEES HIRED PRIOR TO JULY 1, 2012.

18.4.2.1 DEFINED CONTRIBUTION PLAN

Employees who were hired prior to July 1, 2012 but who either:

- (a) Had less than three (3) years of Service with the City of Sausalito as of that date, or
- (b) Elected to participate in the Defined Contribution Plan at that time,

Will continue to receive an annual contribution of \$1,000 to their designated 457 Deferred Compensation Plan.

Employees who receive the Defined Contribution under this section will not receive the Defined Retiree Medical Benefit described below.

18.4.2.2 DEFINED RETIREE MEDICAL BENEFIT

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Employees who

- (a) Had less than three (3) years of City of Sausalito Service as of July 1, 2012,
- (b) Retire directly from the City of Sausalito with at least twenty (20) years of combined service,
- (c) At least fifty (50) years old at the time of retirement, and
- (d) Do not participate in the Defined Contribution Plan in Section 18.4.2.1,

Will continue to qualify for the Defined Retiree Medical Benefit described in this section.

18.4.2.2.1 Retirees Enrolled in a Medical Plan under the PEMHCA For qualified retired employees enrolled in a PEMHCA Medical Plan, the City will reimburse the retiree for the full cost of the PEMHCA Kaiser Plan at the Individual participation level (inclusive of the City's direct PEMHCA contribution). For retired employees who qualify for Medicare, the PEMHCA Kaiser Plan means the Kaiser Medicare Supplemental Plan currently Kaiser Senior Advantage. As used in this section, the PEMHCA Kaiser Plan means the plan for the California Region (as defined by CalPERS) in which the employee resides. For retired employees who reside outside of California, the PEMHCA Kaiser Plan means the plan for the Region covering Sausalito (currently Region 1).

Should the retired employee select a more expensive plan, the retired employee shall pay the difference. In addition, the retired employee may insure his or her spouse and/or eligible dependent children at his or her own expense. Such enrollment shall be subject to the requirements of the PEMHCA.

18.4.2.2.2 Retirees Not Enrolled in a Medical Plan under PEMHCA Retired employees who qualify for the Defined Retiree Medical Benefit but who are not enrolled in a PEMHCA Medical Plan will receive a cash payment equal to the lesser of (a) \$175 (one hundred seventy-five dollars) per month or (b) the Individual Premium for the plan in which the retiree is enrolled.

18.4.3 RETIREE MEDICAL BENEFITS FOR EMPLOYEES HIRED AFTER JULY 1, 2012

Employees who retire from City service under the provisions of the California Public Employees Retirement System may continue receiving health insurance under the City's Health Insurance

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Plans if they so elect. If there are any payments due to the City under this Section, such payments must be received by the Finance Department no later than the 10th of the month for the month so covered. Employees hired after July 1, 2012 are not entitled to any other Retiree Medical Benefits.

18.4.4 EMPLOYEE WELFARE BENEFIT TRUST FUND

The City authorizes the Sausalito Police Association to participate in an employee welfare medical benefit trust fund program, called the PORAC Retiree Medical Trust, with the following conditions:

1. The City and SPA agree that the City shall not provide any contribution to the program.
2. Effective upon execution of an agreement between SPA and the PORAC Retirement Trust, City shall withhold the required PORAC amount per pay period for each represented employee to participate in the program. Thereafter, said withholding shall be in an amount as designated in writing by the SPA. Deductions shall be taken on the first two checks of each month.
3. Generally, participation and contributions are required for every member of the bargaining unit represented by the Association. However, this requirement will not apply to an Employee who is entitled to receive full retiree medical coverage due to his or her service in the United States military (Military Exception).
4. SPA shall pay all associated expenses incurred to participation in this program.
5. Upon request, the SPA shall provide documentation to the City as follows:
 - a. A copy of the in-force employee medical welfare benefit trust fund program;
 - b. A statement certifying that funds collected are for employee welfare medical benefits for SPA represented employees only;
 - c. A copy of the current program document as well as any changes of amendments, or written confirmation that there have been no changes as employee medical welfare benefit trust fund program provider;
 - d. Verification of the funds submitted to the PORAC Retiree Medical Trust, and
 - e. A statement certifying that the submitted funds are only being utilized to provide employee welfare medical benefit trust funds for participating members including members of the SPA.
6. City shall pay the withheld funds to the PORAC Retiree Medical Trust bi-weekly.
7. All Federal and State laws regarding employee medical welfare benefit trust funds coverage shall be followed.

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18.5 RETIREMENT PLAN

18.5.1 MISCELLANEOUS EMPLOYEES

(a) Employees hired prior to July 1, 2012 {"Tier 1"}

The Retirement Formula for Miscellaneous bargaining unit employees hired before July 1, 2012, shall be the California Public Employees Retirement System (PERS) 2.5% at 55 formula with single highest year and survivor continuance plan. The employee shall pay the eight percent (8%) member contribution towards the PERS retirement. In addition, the employee shall pay 0.14% of the employer contribution as a cost share.

The parties agree that bargaining unit members will contribute through payroll deduction the PERS premium for the 1 Year Final Average Compensation enhanced PERS benefit.

(b) Classic Members Hired On or After July 1, 2012 {"Tier 2"}

The Retirement Formula for Miscellaneous bargaining unit employees hired on or after July 1, 2012, who are not "new members" (PEPRA) as defined by PERS, shall be the PERS 2.0% at 55 formula with 2% COLA, 3-year final average compensation, and survivor continuance plan. The employee shall pay the seven percent (7%) member contribution towards the PERS retirement. In addition, the employee shall pay 0.14% of the employer contribution as a cost share.

(c) "New (PEPRA) Members"

The Retirement Formula for Miscellaneous bargaining unit employees who meet the definition of "new members" (PEPRA) as defined by PERS, shall be the PERS 2% at 62 formula. Consistent with the provisions of PEPRA, employees qualifying for this pension tier will pay one half of the "normal cost" of their pension benefits, as such amount is determined by CalPERS.

18.5.2 SAFETY EMPLOYEES

(a) Employees hired prior to July 1, 2012 {"Tier 1"}

The Retirement Formula for Safety bargaining unit employees hired before July 1, 2012, shall be the California Public Employees Retirement System (PERS) 3.0% at 55 formula with single highest year, sick leave conversion, 1959 Survivors' benefit and military service credit. The employee shall pay the nine percent (9%) member contribution towards the PERS retirement. In addition, the employee shall pay 0.6% of the employer contribution as a cost share.

The parties agree that bargaining unit members will contribute through payroll deduction the PERS premium for the 1 Year Final Average Compensation enhanced PERS benefit.

(b) Classic Members Hired On or After July 1, 2012 {"Tier 2"}

The Retirement Formula for Safety bargaining unit employees hired on or after July 1, 2012, who are not "new members" (PEPRA) as defined by PERS, shall be the PERS 2.0% at 50 formula with 2% COLA, 3-year final average compensation, and survivor continuance plan. The employee shall pay the nine percent (9%) member contribution towards the PERS retirement. In addition, the employee shall pay 0.6% of the employer contribution as a cost share.

(c) "New (PEPRA) Members"

The Retirement Formula for Safety bargaining unit employees who meet the definition of "new members" (PEPRA) as defined by PERS, shall be the PERS 2.7% at 57 formula. Consistent with the provisions of PEPRA, employees qualifying for this pension tier will pay one half of the "normal cost" of their pension benefits, as such amount is determined by CalPERS.

SECTION 19. EDUCATION/IN-SERVICE TRAINING INCENTIVE

In order to encourage advanced college education and formal in-service training, permanent full-time sworn employees may qualify for and receive additional salary. Such incentive pay will be provided to all sworn employees who satisfy the following conditions:

Completion of courses from an accredited college or university leading to the degrees listed below or successful completion of the POST certifications.

No employee shall be entitled to an Educational Incentive, a merit step increase or retention of a particular merit step unless the employee qualifies satisfactorily in the Police Department's In-Service Training Program and receives satisfactory personnel evaluations. Qualifications in the In-Service Training Program shall be determined by written and/or oral examination administered three (3) times within the fiscal year. If an employee fails to receive satisfactory personnel evaluations, he or she is no longer entitled to the Educational Allowance, a merit step increase, or merit step retention as determined by the Department Head until such time as qualification in the Training Evaluation Examination is satisfactorily completed.

For sworn employees, subject to the conditions described above, the City agrees to provide incentive pay as follows:

- 3% of salary for an Associate Degree (AS/AA)/Intermediate POST Certificate, or
- 5% of salary for a Bachelors Degree (BS/BA)/Advanced Post Certificate, or

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- 7% of salary for a Masters Degree (MA/MS), or
- 7.5% of salary for Supervisory POST

An employee who obtains a degree or POST certificate, as described above, and who meets the above conditions shall submit a written memorandum through the chain of command advising the date of graduation. Upon receiving the diploma/certificate, the employee shall submit a written memorandum with a copy of the diploma/certificate attached. Education/In Service incentive Pay will be effective upon the date the employee submits a completed memorandum. The employee must submit confirmation of any required paperwork upon receipt.

SECTION 20. EDUCATION REIMBURSEMENT

The City will reimburse employee receipted costs for tuition, fees and books incurred by attending educational programs/classes which are directly related to the present or known future needs of the City. In order to be reimbursed for such costs, the employee must submit to the Department Head for approval by the City Manager the written request for reimbursement at least ten (10) working days prior to beginning the program and the employee must attain a passing grade of "B" or better or a "Pass" in a Pass/Fail program. For programs where a passing grade is not provided, presentation of a certificate of completion will be required.

Each employee may receive such education reimbursement up to Two Thousand Dollars (\$2,000.00) per fiscal year. Educational reimbursement shall be prorated for employees working twenty (20) or more hours but less than forty (40) hours per week.

In lieu of Commuter Payment, effective the first full pay period following the later of (1) July 1, 2025 or (2) City Council adoption, employees may use up to one thousand dollars (\$1,000) of Education Reimbursement towards wellness, including biking/walking gear.

- a) The City will reimburse, up to one thousand dollars (\$1,000) per fiscal year towards the cost of activities or products that promote personal health such as treadmills, bicycles, programs to assist with weight loss, managing stress, improving physical strength and stamina, and stopping smoking. Examples of expenses eligible for reimbursement under this section include yoga classes, fitness activities, fitness or sports equipment, gym memberships, stress management seminars, and nutrition/health information classes. Employees may not seek reimbursement for apparel, weapons or other combative devices, meal kits, financing or installment payments, expenditures related to motorized vehicles, or expenditures related to the repair of equipment purchased under this provision.
- b) Employees understand that any portion of the education reimbursement used for wellness expenses is taxable and employees are responsible for the tax consequences of seeking such a reimbursement. Requests for reimbursement of wellness expenditures must be approved by the City Manager or their designee. The City's decision with respect to reimbursement of

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wellness expenditures is final and not subject to the grievance process set forth in Article 13.

- c) The City and the SPA agree to meet and confer during the course of this MOU regarding issues involving the taxability of benefits under this section.

SECTION 21. FITNESS REIMBURSEMENT

Employee shall be reimbursed up to fifty dollars (\$50.00) per month for fitness and martial arts classes. Reimbursement requests must be received in the fiscal year during with the reimbursed expenditures occurred.

SECTION 22. CATASTROPHIC LEAVE BANK

The City has established a Catastrophic Leave Bank to allow employees to transfer earned compensatory time or vacation leave to another employee. Such transfer of time shall be limited to situations where the recipient of the transfer is, by reason of illness or injury, threatened with the loss of earnings due to his/her exhaustion of employment benefits. Such time transfer request must be in writing, and subject to the approval of the City Manager or designee. Such approval shall not be unreasonably denied. Such transfer shall be credited to the recipient at the donor's rate of pay. The use or receipt of time so transferred shall not preclude possible medical separation of the recipient employee. The City reserves the right to require medical verification by a qualified medical practitioner of the recipient employee's medical condition. While on catastrophic leave the employee shall continue to accrue benefits.

SECTION 24. SEVERABILITY OF PROVISIONS

In the event that any provision of this Memorandum of Understanding is declared by a court of competent jurisdiction to be illegal or unenforceable, that provision of the Memorandum of Understanding shall be null and void but such nullification shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect. Should any provision be declared null and void, the parties shall meet and confer on the effect of such decision and the parties agree to seek alternative language and/or benefits.

SECTION 25. SEVERABILITY-PENSION REFORM

Upon the enactment of a State or Federal law or regulation which would allow the City to implement participation in Social Security Administration for new employees, the parties shall meet and confer on the effect of such action.

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SECTION 26. SEVERABILITY-HEALTH CARE REFORM

Upon a Federal law or regulation which would allow the City to implement Federal Health Care Reform, the parties shall meet and confer on the effect of such action.

SECTION 27. SCOPE OF MEMORANDUM OF UNDERSTANDING

Except as otherwise specifically provided herein, this Memorandum of Understanding fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire understanding between the parties on any and all matters contained herein; provided, however, that nothing herein shall prohibit the parties from changing the terms of this Memorandum by mutual agreement.

It is understood and agreed that any benefits and/or working conditions within the scope of representation presently in effect and not modified by this Memorandum of Understanding shall remain unchanged until the City and the Association meet and confer.

This Memorandum of Understanding shall supersede all existing memoranda of understanding between the City and the Association.

SECTION 28. DURATION

This Memorandum of Understanding shall be effective July 1, 2025 except for those provisions of the Memorandum of Understanding which have been assigned other effective dates as herein set forth, and shall remain in full force and effect to and including June 30, 2028 and shall continue thereafter from year to year unless at least ninety (90) days prior to the first day of July 2028 or to the first day of July of any subsequent year, either party shall file written notice with the other of its desire to amend, modify, or terminate this Memorandum of Understanding.

SECTION 29. MANAGEMENT RIGHTS

Except as specifically limited by the express terms of this Agreement, the employer retains all of its rights to manage, supervise and control its operation. These rights and prerogatives include, without limitation, the unilateral right to:

Manage its operation, determine its organization structure and mission and the means, equipment, machinery, technology, personnel and classification necessary to fulfill such mission;

Determine budgetary priorities and allocate funds;

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Create, classify, reclassify, and/or merge classifications and increase, decrease or eliminate positions as the employer or its agents determine what is appropriate and in the interest of efficient operations or other lawful considerations;

Lay off employees in its sole discretion subject to the provisions of the Memorandum of Understanding;

Subcontract work performed by bargaining unit personnel; and

Make changes in all other matters within the discretionary authority of the employer.

The employer's failure to exercise any of such rights shall not be deemed a waiver of such rights; rather, the rights of the employer expressed herein shall be inviolate during the term of this Agreement.

No provision of this management rights clause shall be construed to enlarge the Association's rights under this Agreement, nor shall this clause provide any basis for a grievance under the grievance procedure of this Agreement.

Should the City desire to exercise any of these rights, it shall, except in cases of emergencies, give the Association advance written notice of its intentions thereof and shall afford the Association the opportunity to meet and confer on the impact of the exercise of such rights upon represented employees before the decision is implemented.

SECTION 30. RECRUITMENT

The City and the POA recognize a shared interest in improving recruitment of police officers. In support of that shared interest, the parties will work together during the term of the contract to develop strategies to recruit both new and lateral officers.

I. Hiring Bonus for Academy Graduates and Laterals

- (a) Parties agree that the City has the authority to offer hiring bonuses to new hires
- (b) City currently intends to provide bonuses of \$10,000 in one lump sum upon:
Academy graduation and completion of Probation.
- (c) At the Chief's discretion and based on merit and performance in the Academy an Academy Graduate will be placed at either Step 1 or Step 2 of the pay range.
- (d) City will notify SPA if it intends to suspend or terminate the policy or if it intends to make any changes to the hiring incentive program to allow SPA to publicize the policy

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II. Seniority Credit for Laterals

- (a) To aid in the recruitment of laterals, the City shall have the ability to count prior service as a police officer for purposes of determining **Longevity** and **Vacation Accrual**.

SECTION 31. REOPENER

- (a) The parties agree that, at the request of and upon notice from the City, they will meet and confer over the negotiable impacts of any proposed reorganization of City departments, including but not limited to civilianization of services currently provided by bargaining unit members.

IN WITNESS WHEREOF, the parties hereby have executed this Sausalito Police Association, Inc. of Understanding for July 1, 2025 through June 30, 2028.

SAUSALITO POLICE ASSOCIATION, INC.



Nick White (Aug 17, 2025 20:36:22 PDT)

Nick White
S.P.A. President

08/17/2025

CITY OF SAUSALITO



Chris Zapata (Aug 17, 2025 20:29:36 PDT)

Chris Zapata
City Manager

08/17/2025

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APPENDIX A

TABLE 3B Sausalito Police Association (SPA) Classifications FY2025-26 *							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant							
Annual	114,290	120,004	126,004	132,304	138,919	145,864	153,159
Monthly	9,524	10,000	10,500	11,025	11,577	12,155	12,763
Bi-weekly	4,396	4,616	4,846	5,089	5,343	5,610	5,891
Hourly	54.95	57.69	60.58	63.61	66.79	70.13	73.63
Police Officer							
Annual	94,573	99,301	104,267	109,479	114,954	120,701	126,737
Monthly	7,881	8,275	8,689	9,123	9,579	10,058	10,561
Bi-weekly	3,637	3,819	4,010	4,211	4,421	4,642	4,874
Hourly	45.47	47.74	50.13	52.63	55.27	58.03	60.93
Police Corporal /Police Investigator							
Annual	99,299	104,264	109,478	114,951	120,699	126,734	133,070
Monthly	8,275	8,689	9,123	9,579	10,058	10,561	11,089
Bi-weekly	3,819	4,010	4,211	4,421	4,642	4,874	5,118
Hourly	47.74	50.13	52.63	55.26	58.03	60.93	63.98
Parking Enforcement Officer							
Annual	65,616	68,897	72,342	75,959	79,758	83,745	87,933
Monthly	5,468	5,741	6,029	6,330	6,646	6,979	7,328
Bi-weekly	2,524	2,650	2,782	2,922	3,068	3,221	3,382
Hourly	31.55	33.12	34.78	36.52	38.35	40.26	42.28
Administrative Aide I							
Annual	67,218	70,578	74,108	77,813	81,704	85,788	90,079
Monthly	5,601	5,882	6,176	6,484	6,809	7,149	7,507
Bi-weekly	2,585	2,715	2,850	2,993	3,142	3,300	3,465
Hourly	32.32	33.93	35.63	37.41	39.28	41.24	43.31
Community Service and Evidence Technician							
Annual	68,897	72,341	75,959	79,757	83,746	87,932	92,329
Monthly	5,741	6,028	6,330	6,646	6,979	7,328	7,694
Bi-weekly	2,650	2,782	2,922	3,068	3,221	3,382	3,551
Hourly	33.12	34.78	36.52	38.34	40.26	42.27	44.39

APPENDIX A

TABLE 3B Sausalito Police Association (SPA) Classifications FY2026-27 **							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant							
Annual	117,147	123,004	129,154	135,612	142,392	149,511	156,988
Monthly	9,762	10,250	10,763	11,301	11,866	12,459	13,082
Bi-weekly	4,506	4,731	4,967	5,216	5,477	5,750	6,038
Hourly	56.32	59.14	62.09	65.20	68.46	71.88	75.47
Police Officer							
Annual	96,937	101,783	106,873	112,216	117,827	123,718	129,905
Monthly	8,078	8,482	8,906	9,351	9,819	10,310	10,825
Bi-weekly	3,728	3,915	4,111	4,316	4,532	4,758	4,996
Hourly	46.60	48.93	51.38	53.95	56.65	59.48	62.45
Police Corporal /Police Investigator							
Annual	101,782	106,871	112,215	117,825	123,717	129,902	136,397
Monthly	8,482	8,906	9,351	9,819	10,310	10,825	11,366
Bi-weekly	3,915	4,110	4,316	4,532	4,758	4,996	5,246
Hourly	48.93	51.38	53.95	56.65	59.48	62.45	65.58
Parking Enforcement Officer							
Annual	67,256	70,619	74,151	77,858	81,752	85,838	90,131
Monthly	5,605	5,885	6,179	6,488	6,813	7,153	7,511
Bi-weekly	2,587	2,716	2,852	2,995	3,144	3,301	3,467
Hourly	32.33	33.95	35.65	37.43	39.30	41.27	43.33
Administrative Aide I							
Annual	68,898	72,343	75,960	79,758	83,747	87,933	92,331
Monthly	5,742	6,029	6,330	6,646	6,979	7,328	7,694
Bi-weekly	2,650	2,782	2,922	3,068	3,221	3,382	3,551
Hourly	33.12	34.78	36.52	38.35	40.26	42.28	44.39
Community Service and Evidence Technician							
Annual	70,619	74,150	77,858	81,751	85,839	90,130	94,638
Monthly	5,885	6,179	6,488	6,813	7,153	7,511	7,886
Bi-weekly	2,716	2,852	2,995	3,144	3,302	3,467	3,640
Hourly	33.95	35.65	37.43	39.30	41.27	43.33	45.50

APPENDIX A

TABLE 3B Sausalito Police Association (SPA) Classifications FY2027-28 ***							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant							
Annual	120,076	126,079	132,382	139,002	145,951	153,249	160,912
Monthly	10,006	10,507	11,032	11,584	12,163	12,771	13,409
Bi-weekly	4,618	4,849	5,092	5,346	5,614	5,894	6,189
Hourly	57.73	60.61	63.65	66.83	70.17	73.68	77.36
Police Officer							
Annual	99,360	104,328	109,545	115,022	120,773	126,811	133,153
Monthly	8,280	8,694	9,129	9,585	10,064	10,568	11,096
Bi-weekly	3,822	4,013	4,213	4,424	4,645	4,877	5,121
Hourly	47.77	50.16	52.67	55.30	58.06	60.97	64.02
Police Corporal /Police Investigator							
Annual	104,326	109,543	115,020	120,770	126,810	133,150	139,807
Monthly	8,694	9,129	9,585	10,064	10,567	11,096	11,651
Bi-weekly	4,013	4,213	4,424	4,645	4,877	5,121	5,377
Hourly	50.16	52.66	55.30	58.06	60.97	64.01	67.21
Parking Enforcement Officer							
Annual	68,938	72,384	76,005	79,805	83,795	87,984	92,384
Monthly	5,745	6,032	6,334	6,650	6,983	7,332	7,699
Bi-weekly	2,651	2,784	2,923	3,069	3,223	3,384	3,553
Hourly	33.14	34.80	36.54	38.37	40.29	42.30	44.42
Administrative Aide I							
Annual	70,621	74,151	77,859	81,752	85,840	90,131	94,639
Monthly	5,885	6,179	6,488	6,813	7,153	7,511	7,887
Bi-weekly	2,716	2,852	2,995	3,144	3,302	3,467	3,640
Hourly	33.95	35.65	37.43	39.30	41.27	43.33	45.50
Community Service and Evidence Technician							
Annual	72,385	76,004	79,805	83,795	87,985	92,384	97,003
Monthly	6,032	6,334	6,650	6,983	7,332	7,699	8,084
Bi-weekly	2,784	2,923	3,069	3,223	3,384	3,553	3,731
Hourly	34.80	36.54	38.37	40.29	42.30	44.42	46.64

Approved 8/5/25

* Effective upon adoption by Council

** Effective 7/1/26; scheduled for re-evaluation in fall 2026

*** Effective 7/1/27; scheduled for re-evaluation in fall 2027

APPENDIX B OVERTIME TABLE

The following overtime codes for sworn personnel are used on the City's payroll timesheet. This table provides a reference between the overtime code and the section of the MOU that relates to that code.

PAYROLL TIMESHEET OVERTIME CODE	MOU SECTION
01/02 Overtime Patrol	8.3 Overtime
03/04 Overtime Call Back	7.6 Call Back Pay (not affected by MOU Section 8.3)
05/06 Training Overtime	8.7 Training Time (not affected by MOU Section 8.3)
07/08 Overtime Court Standby	8.6 Off Duty Court Standby Pay (not affected by MOU Section 8.3)
09/10 Overtime Court	8.5 Off Duty Court Appearance Pay (not affected by MOU Section 8.3)
11/12/13/14 Overtime Special Event	8.3 Overtime
15/16 Overtime Investigations	8.3 Overtime
17/OT Officer in Charge OT	8.3 Overtime
18/OT Field Training Officer OT	8.3 Overtime
OS Overtime Straight Time	8.3 Overtime
OT Overtime Pay	8.3 Overtime
CT Comp Time Earned	8.3 Overtime

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2/20/25 – For SPA negotiations meeting 2/21/25

Police Officer			Totals						
Agency	Class Title	Unit	Total Monthly Cash	Total Annual Cash	Retirement	Total EE Medical & Health	Total Monthly Benefits	Total Monthly Comp.	Total Annual Comp.
Sausalito	Police Officer	SPA	\$ 10,997	\$ 131,962	\$ 2,041	\$ 2,894	\$ 4,935	\$ 15,931	\$ 191,176.90
Average (Mean) of Comparators			\$ 10,612	\$ 127,349	\$ 1,943	\$ 3,118	\$ 5,061	\$ 15,674	\$ 188,083.35
Novato	Police Officer	NPOA	\$ 9,777	\$ 117,325	\$ 1,970	\$ 2,966	\$ 4,936	\$ 14,713	\$ 176,551.29
Tiburon	Police Officer	TPA	\$ 10,277	\$ 123,324	\$ 1,499	\$ 3,077	\$ 4,576	\$ 14,853	\$ 178,235.54
Ross	Police Officer	RPOA	\$ 10,175	\$ 122,096	\$ 1,825	\$ 2,872	\$ 4,697	\$ 14,872	\$ 178,463.54
Fairfax	Police Officer	FPOA	\$ 10,734	\$ 128,811	\$ 2,146	\$ 2,777	\$ 4,923	\$ 15,657	\$ 187,888.97
CMPA	Police Officer	CMPOA	\$ 10,605	\$ 127,260	\$ 2,025	\$ 3,060	\$ 5,085	\$ 15,690	\$ 188,277.02
Belvedere	Police Officer	BPOA	\$ 9,846	\$ 118,152	\$ 1,922	\$ 4,094	\$ 6,017	\$ 15,863	\$ 190,354.72
Mill Valley	Police Officer	MVPOA	\$ 11,156	\$ 133,870	\$ 1,937	\$ 3,298	\$ 5,235	\$ 16,391	\$ 196,690.31
San Rafael	Police Officer	SRPA	\$ 12,329	\$ 147,952	\$ 2,218	\$ 2,803	\$ 5,021	\$ 17,350	\$ 208,205.45
Number of Matches			8	8	8	8	8	8	
Median of Comparators			\$10,441		\$ 1,954	\$ 3,013	\$ 4,978	\$15,674	
% Above/Below			5.32%		4.47%	-3.96%	-0.88%	1.64%	
Average (Mean) of Comparators			\$10,612		\$1,943	\$3,118	\$5,061	\$15,674	
% Above/Below			3.62%		5.05%	-7.21%	-2.50%	1.64%	

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Police Corporal/Investigator			Totals						
Agency	Class Title	Unit	Total Monthly Cash	Total Annual Cash	Retirement	Total EE Medical & Health	Total Monthly Benefits	Total Monthly Comp.	Total Annual Comp.
Sausalito	Police Corporal/Investigator	SPA	\$ 11,543	\$ 138,516	\$ 2,143	\$ 2,894	\$ 5,037	\$ 16,580	\$ 198,954.51
Average (Mean) of Comparators			\$ 11,476	\$ 137,706	\$ 2,087	\$ 3,000	\$ 5,088	\$ 16,563	\$ 198,757.37
Belvedere	N/C	N/C	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ross	N/C	N/C	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Novato	Police Corporal	NPOA	\$ 10,277	\$ 123,322	\$ 2,071	\$ 2,966	\$ 5,037	\$ 15,314	\$ 183,766.50
Tiburon	Police Corporal (Acting Assignment)	TPA	\$ 11,038	\$ 132,450	\$ 1,616	\$ 3,077	\$ 4,693	\$ 15,730	\$ 188,765.12
CMPA	Police Corporal	CMPOA	\$ 11,347	\$ 136,168	\$ 2,166	\$ 3,060	\$ 5,226	\$ 16,574	\$ 198,885.84
Fairfax	Police Corporal/Investigator	FPOA	\$ 11,545	\$ 138,542	\$ 2,310	\$ 2,777	\$ 5,087	\$ 16,632	\$ 199,582.80
Mill Valley	Police Corporal	MVPOA	\$ 11,707	\$ 140,488	\$ 2,032	\$ 3,305	\$ 5,337	\$ 17,044	\$ 204,531.82
San Rafael	Police Corporal	SRPA	\$ 12,939	\$ 155,267	\$ 2,329	\$ 2,817	\$ 5,145	\$ 18,084	\$ 217,012.13
Number of Matches			6	6	6	6	6	6	
Median of Comparators			\$11,446		\$ 2,119	\$ 3,013	\$ 5,116	\$ 16,603	
% Above/Below			0.85%		1.14%	-3.96%	-1.56%	-0.14%	
Average (Mean) of Comparators			\$11,476		\$2,087	\$3,000	\$5,088	\$16,563	
% Above/Below			0.59%		2.67%	-3.56%	-1.00%	0.10%	

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Police Sergeant			Totals						
Agency	Class Title	Unit	Total Cash	Total Annual Cash	Retirement	Total EE Medical & Health	Total Monthly Benefits	Total Monthly Comp.	Total Annual Comp.
Sausalito	Police Sergeant	SPA	\$ 13,275	\$ 159,302	\$ 2,467	\$ 2,894	\$ 5,360	\$ 18,635	\$ 223,622.36
Average (Mean) of Comparators			\$ 12,730	\$ 152,765	\$ 2,328	\$ 3,130	\$ 5,458	\$ 18,189	\$ 218,263.23
Ross	Police Sergeant	RPOA	\$ 11,943	\$ 143,313	\$ 2,154	\$ 2,872	\$ 5,026	\$ 16,969	\$ 203,623.35
Tiburon	Police Sergeant	TPA	\$ 12,205	\$ 146,460	\$ 1,796	\$ 3,077	\$ 4,872	\$ 17,077	\$ 204,929.86
Novato	Police Sergeant	NPOA	\$ 12,065	\$ 144,784	\$ 2,435	\$ 2,966	\$ 5,400	\$ 17,466	\$ 209,588.15
Belvedere	Police Sergeant	BPOA	\$ 11,570	\$ 138,841	\$ 2,200	\$ 4,094	\$ 6,295	\$ 17,865	\$ 214,378.82
Fairfax	Police Sergeant	FPOA	\$ 12,752	\$ 153,023	\$ 2,553	\$ 2,777	\$ 5,330	\$ 18,082	\$ 216,987.26
CMPPA	Police Sergeant	CMPPA	\$ 12,936	\$ 155,232	\$ 2,470	\$ 3,060	\$ 5,530	\$ 18,466	\$ 221,589.01
Mill Valley	Police Sergeant	MVPPA	\$ 13,316	\$ 159,786	\$ 2,307	\$ 3,328	\$ 5,634	\$ 18,950	\$ 227,399.08
San Rafael	Police Sergeant	SRPA	\$ 15,057	\$ 180,680	\$ 2,713	\$ 2,864	\$ 5,578	\$ 20,634	\$ 247,610.29
Number of Matches			8		8	8	8	8	
Median of Comparators			\$12,478		\$ 2,371	\$ 3,013	\$ 5,465	\$ 17,974	
% Above/Below			6.38%		4.04%	-3.96%	-1.92%	3.68%	
Average (Mean) of Comparators			\$12,730		\$2,328	\$3,130	\$5,458	\$18,189	
% Above/Below			4.28%		5.93%	-7.55%	-1.80%	2.46%	