



**Police Officers' Association Highlights**

<b>Term</b>	Three-year term (July 1, 2018 to June 30, 2021)
<b>Wages</b>	Effective 7/1/18: 3% Effective 7/1/19: 3% Effective 7/1/20*: 2% Effective 1/1/21*: 1% <i>*If the March 2020 Joint Report projects a budget deficit of more than \$200 million in FY 20-21, these payments will be delayed by six months</i>
<b>Health &amp; Dental</b>	Contract will reopen on dental and health insurance if 50%+1 of employees covered by the Public Employee Committee agree to change the contribution model
<b>Bilingual Pay</b>	Bilingual pay will increase from \$35 to \$80 biweekly
<b>Uniforms</b>	Uniform allowance will increase from \$820 to \$1,100 annually
<b>Canine Ownership</b>	Handlers may submit a request for ownership upon a canine's retirement
<b>Station Operations</b>	District Station Commanding Officers shall determine assignments and assign up to 15% of sworn personnel, without regard to seniority, to meet operational needs for the purpose of filling specialized positions
<b>Retention Pay</b>	Effective 7/1/20: 1% at ten years of service, 3% at 15 years of service, 5% at 20 years of service, and 7% at 25 years of service
<b>Peace Officer Standards Training (POST) Pay</b>	Effective 7/1/18: employees with intermediate or advanced POST certificates receive a 1% premium increase Effective 7/1/19: employees with intermediate or advanced POST certificates receive an additional 1% premium increase
<b>Lineups</b>	POA presentations at lineups will follow City policies, including Equal Employment Opportunity policy and policies prohibiting political activity at work
<b>Bulletin Boards</b>	Discriminatory or harassing literature on Department bulletin boards may be removed immediately
<b>Pilot Wellness Program</b>	Effective 7/1/18: employee may cash out sick leave balances at 2% upon separation Effective 6/30/19: program sunsets
<b>Emergency Child Care Fund</b>	Created an annual \$50,000 Emergency Child Care Reimbursement fund for employees who incur child care costs due to involuntary overtime
<b>Parental Release Time</b>	Employees are allowed up to 40 hours of unpaid release time to participate in school activities
<b>Future Initiatives &amp; Committees</b>	The parties agree to discuss Flexible Watch Assignments, Sergeant's Rotation Program, and Health & Safety Committee