

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF CORONA

AND

CORONA POLICE OFFICERS' ASSOCIATION

This Side Letter of Agreement ("Agreement") between the City of Corona ("City") and the Corona Police Officers' Association ("CPOA") (which includes both the Corona Police Employees Association and the Corona Police Supervisors Association) is entered into with respect to the following:

WHEREAS, the Parties are parties to Memoranda of Understanding (MOUs) (one for each bargaining unit – the Corona Police Employees Association (CPEA) and the Corona Police Supervisors Association (CPSA), with a term of January 1, 2022 to December 31, 2024; and

WHEREAS, the Parties wish to make changes to two provisions in the MOUs for CPEA CPSA; and

WHEREAS, the changes set forth below will go into effect at the beginning of the pay period following July 1, 2023; and

WHEREAS, the following sets forth the Parties' Agreement:

1. The parties agree to the changes set forth below in track changes in Section 3.3 (Court Assignment Pay) of the CPEA and CPSA MOU:

CPEA MOU

Section 3.3 – Longevity Pay

In recognition of an employee's length of full-time service to the City of Corona, employees who qualify under the following schedule will receive one twenty-sixth (1/26th) of the following amounts paid biweekly as part of the regular payroll:

Police Officer

- After five (5) years of service: \$2,320.00
- After ten (10) years of service: \$3,720.00
- After fifteen (15) years of service: \$5,120.00
- After twenty (20) years of service: \$5,645.00
- After twenty-five (25) years of service: \$6,627.00

Corporal

- After five (5) years of service: \$2,320.00
- After ten (10) years of service: \$3,720.00
- After fifteen (15) years of service: \$5,120.00
- After twenty (20) years of service: \$5,846.00
- After twenty-five (25) years of service: \$6,877.00

Detective

- After five (5) years of service: \$2,320.00
- After ten (10) years of service: \$3,720.00
- After fifteen (15) years of service: \$5,120.00
- After twenty (20) years of service: \$5,950.00
- After twenty-five (25) years of service: \$7,008.00

In evaluating years of service, both full time sworn service to the City of Corona as well as full-time sworn law enforcement service in a position (as defined by California Penal Code sections 830.1, 830.2, 830.31 (a), (d), 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police) shall count. Employees in the unit must produce an attestation that they worked as a sworn law enforcement officer for another agency, and the City will confirm the information.

Section 3.3 – Longevity Pay

In recognition of unit member's length of full-time service to the City of Corona, employees who qualify under the following schedule will receive one twenty-sixth (1/26th) of the following amounts paid biweekly as part of the regular payroll:

Police Sergeants:

- After five (5) years of service: \$2,320.00
- After ten (10) years of service: \$3,720.00
- After fifteen (15) years of service: \$5,120.00
- After twenty (20) years of service: \$7,041.00
- After twenty-five (25) years of service: \$8,371.00

Police Lieutenants:

- After five (5) years of service: \$2,320.00
- After ten (10) years of service: \$3,720.00
- After fifteen (15) years of service: \$5,120.00
- After twenty (20) years of service: \$8,216.00
- After twenty-five (25) years of service: \$9,840.00

Police Captains:

- After five (5) years of service: \$2,600.00
- After ten (10) years of service: \$4,000.00
- After fifteen (15) years of service: \$5,400.00
- After twenty (20) years of service: \$7,715.00
- After twenty-five (25) years of service: \$9,620.00

In evaluating years of service, both full time sworn service to the City of Corona as well as full-time sworn law enforcement service in a position (as defined by California Penal Code sections 830.1, 830.2, 830.31 (a), (d), 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police) shall count. Employees in the unit must produce an attestation that they worked as a sworn law enforcement officer for another agency, and the City will confirm the information.

2. The parties agree to the changes set forth below in track changes in Section 19.1 (Accrual of Annual Leave) of the CPEA MOU:

CPEA MOU

Section 19.1 – Accrual of Annual Leave

Annual Leave is compensated absence for employees who are absent from duty because of illness, injury, medical or dental care appointments, or personal vacation.

Full-Time Employees: Each biweekly pay period, Annual Leave hours earned are posted to the account of each employee as follows:

YEARS OF SERVICE WITH THE CITY	ANNUAL ACCRUAL	ACCRUAL PER PAY PERIOD
1-5	210 hrs	8.08
6-8	226 hrs	8.69
9-15	250 hrs	9.62
16-20	290 hrs	11.15
21-25	207 hrs	7.97
More than 25	187 hrs	7.17

The above chart shall be interpreted as follows: completion of one year of service to completion of five years of service is the first level. Beginning of the sixth year to completion of the eighth year is the second level. Beginning of the ninth year to completion of the fifteenth year is the third level. Beginning of the sixteenth year to completion of the twentieth year is the fourth level. Beginning of the twenty-first year to completion of the twenty-fifth year is the fifth level. The sixth level starts at the beginning of the employee's twenty-sixth year.

Annual Leave credits will continue to be added to the employee's account while the employee is on leave.

In computing eligibility for Annual Leave for members of the bargaining unit, (including newly hired members of the unit) it shall include sworn "law enforcement" service at another law enforcement agency (as defined by California Penal Code sections 830.1, 830.2, 830.31 (a), (d), 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police).

Effective at the beginning of the pay period following July 1, 2023, any newly hired members of the bargaining unit shall be provided with forty (40) hours of Annual Leave upon hire. As permitted by Labor Code section 227.3, if such employee does not successfully complete their initial-hire probationary period as addressed in Article 24 of this MOU, forty (40) hours of their Annual Leave will not be permitted to be cashed out upon release from probation.

CPSA MOU

Section 19.1 – Accrual of Annual Leave

Annual Leave is compensated absence for employees who are absent from duty because of illness, injury, medical, or dental care appointments, or personal vacation.

Each biweekly pay period, Annual Leave hours earned are posted to each employee's account as follows:

Police Sergeants: Police Sergeants shall accrue Annual Leave as follows:

YEARS OF SERVICE	ANNUAL ACCRUAL	ACCRUAL PER PAY PERIOD
1-5	210 hrs	8.08
6-8	226 hrs	8.69
9-15	250 hrs	9.62
16 -20	290 hrs	11.15
21-25	207 hrs	7.97
More than 25	187 hrs	7.17

Police Lieutenants: Police Lieutenants shall accrue Annual Leave as follows:

YEARS OF SERVICE	ANNUAL ACCRUAL	ACCRUAL PER PAY PERIOD
1-5	210 hrs	8.08
6-8	226 hrs	8.69
9-15	250 hrs	9.62
16 -20	290 hrs	11.15
21-25	210 hrs	8.07
More than 25	190 hrs	7.29

Police Captains: Police Captains shall accrue Annual Leave as follows:

YEARS OF SERVICE WITH THE CITY	ANNUAL ACCRUAL	ACCRUAL PER PAY PERIOD
1-5 years	216 hrs	8.31
6-8 years	232 hrs	8.92
9-15 years	256 hrs	9.84
16 -20 years	296 hrs	11.38
21-25 years	236 hrs	9.07
More than 25 years	216 hrs	8.30

In computing eligibility for Annual Leave for members of the bargaining unit, it shall include sworn "law enforcement" service at another law enforcement agency (as defined by California Penal Code sections 830.1, 830.2, 830.31 (a), (d), 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police).

FOR THE CITY OF CORONA

Jacob Ellis
City Manager

Date

Angela Rivera
Chief Talent Officer

Date

FOR THE CORONA POLICE OFFICERS' ASSOCIATION

John Healy
President, CPOA

Date

APPROVED AS TO FORM

Peter Brown
Attorney for City of Corona

Date

Robert Wexler
Attorney for CPOA

Date