

**TENTATIVE AGREEMENT PURSUANT TO GOVERNMENT CODE § 3505.1
BY AND BETWEEN CITY OF GLENDORA & THE GLENDORA POLICE
MANAGEMENT ASSOCIATION (PMA)**

That certain MEMORANDUM OF UNDERSTANDING (“MOU”) by and between the CITY OF GLENDORA, a general law city & municipal corporation (“City” or “Glendora”), and Glendora Police Management Association (“association”) (collectively the “parties”) was scheduled to expire on or about June 30, 2022. On or about August 2, 2022, the parties reached a tentative agreement on select terms for a successor Memorandum of Understanding (the “New MOU”), the deal points of which are set forth below and affirmed by the parties by and through the execution of this formal written Tentative Agreement between the parties’ labor representatives.

This Tentative Agreement represents a joint recommendation from the negotiation teams of both City and Association to City’s City Council. This Tentative Agreement, however, shall not become effective until accepted, approved, and adopted by City’s City Council as specified in California Government Code § 3505.1, which provides:

“If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.” (Emphasis added.)

All terms and conditions of the MOU and the Side Letter shall be maintained unless expressly modified or changed herein and until a New MOU is fully negotiated, reduced to a writing, accepted, approved and adopted by City’s City Council.

TENTATIVE AGREEMENT DEAL POINTS

Contract Term

- Three (3) year contract term: July 1, 2022 through June 30, 2025.

Wages

- Effective the first full payroll period commencing on or after:
 - July 1, 2022, base salaries to be increased as follows:
 - Sergeant base salary to be adjusted by 7.8%.
 - Lieutenant base salary to be adjusted by 8.1%.
 - Captain base salary to be adjusted by 9.6%.
 - July 1, 2023, base salaries to be increased by **4%** COLA.
 - July 1, 2024, base salaries to be increased by **4%** COLA.

Flexible Benefits

- Effective the first full payroll period commencing on or after July 1, 2022, PMA members will be allotted a flexible benefit amount of one thousand seven hundred dollars (\$1,700) per month.
 - All other conditions in Article 11 – Flexible Benefit Plan shall apply including any and all amounts in excess of \$1,005 monthly shall not be convertible to cash.

Longevity Pay

- Employees are eligible for Longevity Pay of \$500 per month upon completion of fifteen (15) years of continuous full-time employment with the City of Glendora Police Department.

Special Assignment Pay


- Sergeants and Lieutenants regularly assigned to Administration shall receive additional salary compensation of 5%. There will be no retention pay once the assignment has ended.

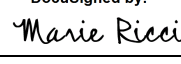
All other terms and conditions shall remain the same.

[SIGNATURES ON FOLLOWING PAGE]

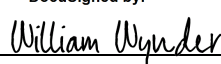
The parties agree to this tentative agreement (TA) on this 23rd day of August, 2022.

CITY OF GLENDORA

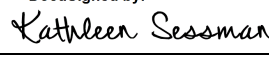
Dated: Aug 25, 2022 | 5:14 AM PDT By: 
Adam Raymond
City Manager

Dated: Aug 4, 2022 | 8:11 AM PDT By: 
Marie Ricci
Administrative Services Director/City Treasurer


APPROVED AS TO FORM:


William Wynder
City Attorney

ATTEST:


Kathleen R. Sessman
City Clerk/Communications Director

GLENDORA POLICE MANAGEMENT ASSOCIATION (PMA)

Dated: Aug 4, 2022 | 8:08 AM PDT By: 
Tim Crawford
PMA President

Certificate Of Completion

Envelope Id: FB460A69677D48AD8471E29503553E59
 Subject: For Your Signature: PMA Tentative Agreement 2022
 Source Envelope:
 Document Pages: 3
 Certificate Pages: 6
 AutoNav: Enabled
 Envelopeld Stamping: Enabled
 Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Status: Completed

 Envelope Originator:
 Desiree Valdivia
 116 E Foothill Blvd
 Glendora, CA 91741
 dvaldivia@cityofglendora.org
 IP Address: 173.196.201.130

Record Tracking

Status: Original
 8/4/2022 7:29:17 AM


Holder: Desiree Valdivia
 dvaldivia@cityofglendora.org

Location: DocuSign

Signer Events

Tim Crawford
 TCrawford@cityofglendora.org
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

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Timestamp

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 Signed: 8/4/2022 8:08:12 AM

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Electronic Record and Signature Disclosure:

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Marie Ricci
 MRicci@cityofglendora.org
 Security Level: Email, Account Authentication (None)

DocuSigned by:

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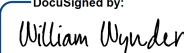
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Signature Adoption: Pre-selected Style
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Electronic Record and Signature Disclosure:

Accepted: 12/8/2021 11:11:16 AM
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William Wynder
 WWynder@awattorneys.com
 Security Level: Email, Account Authentication (None)

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Electronic Record and Signature Disclosure:

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Adam Raymond
 ARaymond@cityofglendora.org
 Security Level: Email, Account Authentication (None)

DocuSigned by:


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 Signed: 8/25/2022 5:14:13 AM

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Kathleen Sessman ksessman@cityofglendora.org City of Glendora Security Level: Email, Account Authentication (None)	 <p>DocuSigned by: Kathleen Sessman 2252A9F44B69431...</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 76.90.194.138 Signed using mobile</p>	Sent: 8/25/2022 5:14:15 AM Viewed: 8/25/2022 5:57:47 AM Signed: 8/25/2022 5:57:59 AM

Electronic Record and Signature Disclosure:
Not Offered via DocuSign


In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Desiree Valdivia dvaldivia@cityofglendora.org Administrative Assistant City of Glendora Security Level: Email, Account Authentication (None)	 <p>Using IP Address: 173.196.201.130</p>	Sent: 8/4/2022 8:59:56 AM Viewed: 8/24/2022 9:21:54 AM
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City Clerk Group CityClerkGroup@cityofglendora.org Security Level: Email, Account Authentication (None)		Sent: 8/25/2022 5:58:00 AM Viewed: 8/25/2022 8:32:32 AM
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Tim Crawford TCrawford@cityofglendora.org Security Level: Email, Account Authentication (None)		Sent: 8/25/2022 5:58:00 AM
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	8/4/2022 7:44:43 AM
Certified Delivered	Security Checked	8/25/2022 5:57:47 AM

Envelope Summary Events	Status	Timestamps
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Completed	Security Checked	8/25/2022 5:58:00 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
