

**RESOLUTION NO. 2021-21**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
LA PALMA ADOPTING A MEMORANDUM OF  
UNDERSTANDING EXTENSION WITH THE LA PALMA  
POLICE ASSOCIATION AND ONE-TIME LUMP SUM  
PAYMENTS FOR ALL ASSOCIATION MEMBERS**

**WHEREAS**, the Memorandum of Understanding (MOU) between the City of La Palma and the La Palma Police Association (LPPA) had terms expiring on June 30, 2021; and

**WHEREAS**, City representatives met with LPPA and came to an agreement to extend the MOU through June 30, 2022, in exchange for a one-time lump-sum good faith payment for each LPPA member as listed on Attachment 1 to this resolution incorporated herein by reference.

**NOW THEREFORE, BE IT RESOLVED** that the City Council of the City of La Palma hereby approves the Agreement to Extend the Existing Memorandum of Understanding through June 30, 2022, with the La Palma Police Association and approve a one-time lump sum good faith payment for each LPPA member as listed on the attachment.

**APPROVED AND ADOPTED** by the City Council of the City of La Palma at a regular meeting held on the 1st day of June 2021.

DocuSigned by:

*Nitesh Patel*

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Nitesh P. Patel  
Mayor

ATTEST:

DocuSigned by:

*Ryan Hallett Hinton*

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Ryan Hallett Hinton  
Deputy City Clerk

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) SS.  
CITY OF LA PALMA )

I, RYAN HALLETT HINTON, Deputy City Clerk of the City of La Palma, California, DO HEREBY CERTIFY that the foregoing Resolution was adopted by the City Council of said City at a regular meeting of said City Council held on the 1st day of June 2021, and that it was so adopted by called vote as follows:

AYES: Baker, Goodman, Patel, Steggell, and Waldman

NOES: None

DocuSigned by:

*Ryan Hallett Hinton*

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Ryan Hallett Hinton  
Deputy City Clerk

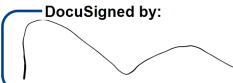
# **ATTACHMENT 1**

## AGREEMENT TO EXTEND EXISTING MEMORANDUM OF UNDERSTANDING

The City of La Palma (City) and the La Palma Police Association (LPPA) hereby agree as follows:

1. The terms and conditions of the existing Memorandum of Understanding (MOU) between the City and LPPA, originally set to expire on June 30, 2021, shall be extended for one year through June 30, 2022.
2. Salary schedules have been updated to reflect changes in the fiscal year term with no compensation changes as shown on Exhibit "A."
3. Effective with the payroll period immediately following approval of the City Council, all LPGEA members on the payroll at that time shall receive a one-time, lump sum payment in the amount of \$3,000.00. The one-time, lump sum payments will be subject to all applicable federal and state tax withholdings. The parties agree that the one-time, lump sum payment will not be considered compensation reportable to CalPERS or included in the calculation of regular rate for overtime, benefits, or for any other purpose.
4. Subsequent to the adoption of this extension and during the term of the MOU, the parties agree to continue the discussion on methods to reduce employer pension costs in the future. These discussions shall not be considered "meet and confer."


LA PALMA POLICE  
ASSOCIATION

DocuSigned by:  
  
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James Roach, LPPA President

Date: June 2, 2021

CITY OF LA PALMA

DocuSigned by:  
  
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Conal McNamara, City Manager

Date: June 2, 2021

**La Palma Police Association  
Classification and Salary Tables  
July 1, 2021 to June 30, 2022**

**Pursuant to Agreement to Extend Existing MOU (June 1, 2021)**

Non Sworn Classifications						
	Step A	Step B	Step C	Step D	Step E	Step F
<b>Civilian Investigator</b>						
Annual	44,438.39	46,660.31	48,993.32	51,442.99	54,015.14	56,715.89
Monthly	3,703.20	3,888.36	4,082.78	4,286.92	4,501.26	4,726.32
Biweekly	1,709.17	1,794.63	1,884.36	1,978.58	2,077.51	2,181.38
Hourly	21.3646	22.4328	23.5545	24.7322	25.9688	27.2673
<b>Records Clerk</b>						
Annual	41,616.74	43,697.58	45,882.46	48,176.58	50,585.41	53,114.68
Monthly	3,468.06	3,641.47	3,823.54	4,014.72	4,215.45	4,426.22
Biweekly	1,600.64	1,680.68	1,764.71	1,852.95	1,945.59	2,042.87
Hourly	20.0080	21.0085	22.0589	23.1618	24.3199	25.5359
<b>Police Dispatcher</b>						
Annual	54,254.81	56,967.55	59,815.93	62,806.73	65,947.06	69,244.42
Monthly	4,521.23	4,747.30	4,984.66	5,233.89	5,495.59	5,770.37
Biweekly	2,086.72	2,191.06	2,300.61	2,415.64	2,536.43	2,663.25
Hourly	26.0840	27.3882	28.7577	30.1955	31.7053	33.2906
<b>Police Officer Recruit*</b>						
Annual	64,259.03	67,471.98	70,845.58	74,387.86	78,107.25	82,012.62
Monthly	5,354.92	5,622.67	5,903.80	6,198.99	6,508.94	6,834.38
Biweekly	2,471.50	2,595.08	2,724.83	2,861.07	3,004.13	3,154.33
Hourly	30.8938	32.4385	34.0604	35.7634	37.5516	39.4291
Sworn Classifications						
	Step A	Step B	Step C	Step D	Step E	Step F
<b>Police Officer</b>						
Annual	71,398.92	74,968.87	78,717.31	82,653.18	86,785.84	91,125.13
Monthly	5,949.91	6,247.41	6,559.78	6,887.76	7,232.15	7,593.76
Biweekly	2,746.11	2,883.42	3,027.59	3,178.97	3,337.92	3,504.81
Hourly	34.3264	36.0427	37.8449	39.7371	41.7240	43.8102
<b>Police Officer (PEPRA)</b>						
Annual	72,291.41	75,905.98	79,701.28	83,686.34	87,870.66	92,264.19
Monthly	6,024.28	6,325.50	6,641.77	6,973.86	7,322.55	7,688.68
Biweekly	2,780.44	2,919.46	3,065.43	3,218.71	3,379.64	3,548.62
Hourly	34.7555	36.4933	38.3179	40.2338	42.2455	44.3578
<b>Police Sergeant</b>						
Annual	90,739.92	95,276.91	100,040.76	105,042.80	110,294.94	115,809.69
Monthly	7,561.66	7,939.74	8,336.73	8,753.57	9,191.24	9,650.81
Biweekly	3,490.00	3,664.50	3,847.72	4,040.11	4,242.11	4,454.22
Hourly	43.6250	45.8062	48.0965	50.5013	53.0264	55.6777
<b>Police Sergeant (PEPRA)</b>						
Annual	91,874.17	96,467.88	101,291.27	106,355.83	111,673.63	117,257.31
Monthly	7,656.18	8,038.99	8,440.94	8,862.99	9,306.14	9,771.44
Biweekly	3,533.62	3,710.30	3,895.82	4,090.61	4,295.14	4,509.90
Hourly	44.1703	46.3788	48.6977	51.1326	53.6892	56.3737

\*Police Officer Recruit base salary set at 10% below Police Officer