

RESOLUTION NO. \_\_\_\_\_  
(GPOA)

**A RESOLUTION OF THE CITY OF GLENDALE PROVIDING FOR THE  
ESTABLISHMENT OF CLASSIFICATION TITLES AND  
COMPENSATION FOR EMPLOYEES OF THE CITY OF GLENDALE  
COVERED BY THE GLENDALE POLICE OFFICERS' ASSOCIATION  
MEMORANDUM OF UNDERSTANDING**

**WHEREAS**, the City of Glendale (hereinafter referred to as "City") has established a system of classification for all positions within the City service with descriptive occupational titles used to identify and distinguish positions from one another based on job duties, essential functions, knowledge, skills, abilities and minimum requirements; and

**WHEREAS**, it is in the City's best interest to periodically add and delete classification titles to ensure that the City's classification plan and organizational structure is contemporary and best meets the needs of its operating departments; and

**WHEREAS**, the City has established a system of compensation for the classification titles listed herein, based on collective bargaining agreements, resolutions and agreements as approved and adopted by the City Council.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF  
THE CITY OF GLENDALE:**

**Section 1.** The classification titles hereinafter designated in this resolution, except insofar as they are

specifically provided for in The Charter of the City of Glendale, are hereby created.

**Section 2.** As to the persons in the various classification titles herein mentioned subsequent to the effective date of this resolution, the increases or decreases in rates of compensation set forth herein shall be effective on the date as set forth in Section 9 of this resolution.

**Section 3.** The following schedule of compensation rates, attached hereto and incorporated herein as Exhibit "A" and labeled "Salary Range," shows standard salary range numbers, the salary steps designated by number, and unless otherwise specified, the full-time monthly rates and special rates (in dollars) for all classification titles.

**Section 4.** The salary range numbers assigned to each classification are set forth alphabetically as follows:

<u>Class Title</u>	<u>Salary Range</u>
Police Officer.....	7100
Police Officer Recruit.....	7200
Police Sergeant.....	7101

**Section 5.** Reserve Police Officers who work a minimum of sixteen (16) hours in a month without hourly wage compensation shall be paid straight time at an assigned hourly rate on an hour for hour basis for any additional hours worked

that month that are of an emergency or special detail nature as assigned by management. The assigned hourly rate of pay shall be equal to the step 1 of Police Officer.

Reserve Police Officers who work a minimum of sixteen (16) hours in a month and who are required to attend court as part of their official duties shall be paid straight time at an assigned hourly rate on an hour for hour basis for that time spent in court. The assigned hourly rate of pay shall be equal to the step 1 of Police Officer.

**Section 6.** The base salaries stated herein include the employees' portion of the contributions made to the PERS retirement system. The City does not reimburse employees for their PERS contributions, therefore their effective salaries are reduced by this amount from the amounts stated in this resolution.

**Section 7.** The provisions of this resolution so far as they are substantially the same as the provisions of previous classification/compensation resolutions and/or ordinances, and any amendment thereto, must be construed as continuations thereof and not as original enactments.

**Section 8.** It is hereby declared to be the intention of the Council that the sections, paragraphs, lines, sentences, clauses and phrases of this resolution are severable, and if any phrase, clause, sentence, line, paragraph or section of this resolution shall be declared unconstitutional by the valid

judgment or decree of a court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, lines, paragraphs and sections of this resolution.

**Section 9.** This Resolution shall take effect and be in full force as of the pay period beginning July 3, 2022.

(a) In addition to the compensation rates set forth herein, effective the pay period beginning July 3, 2022, all GPOA unit employee classifications listed in Section 4, shall receive an additional two and one-half percent (2.50%) wage increase to the wages previously in effect.

(b) In addition to the compensation rates set forth herein, effective the pay period that includes July 1, 2023, all GPOA unit employee classifications listed in Section 4, shall receive an additional two and one-half percent (2.50%) wage increase to the wages previously in effect.

(c) In addition to the compensation rates set forth herein, effective the commencement of the first pay period that includes July 1, 2023, an additional salary step shall be added to the salary ranges for all GPOA unit employee classifications listed in Section 4, which shall be in the amount of four and one-half percent (4.50%) above the existing Step 6 of the same salary ranges.

Adopted this 12<sup>th</sup> day of July 2022.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

STATE OF CALIFORNIA     )  
                                  ) ss:  
COUNTY OF LOS ANGELES   )

I, Aram Adjemian, City Clerk of the City of Glendale, certify that the foregoing resolution was adopted by the Council of the City of Glendale, California, at a regular meeting held on the 12<sup>th</sup> day of July 2022, and that the same was passed by the following vote:

Ayes:

Noes:

Absent:

Abstain:

\_\_\_\_\_  
City Clerk