

RESOLUTION NO. 8324

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN FERNANDO,  
CALIFORNIA, AMENDING PORTIONS OF RESOLUTION NO. 8316,  
ADOPTED JULY 1, 2024

THE CITY COUNCIL OF THE CITY OF SAN FERNANDO DOES HEREBY RESOLVE, FIND,  
DETERMINE, AND ORDER AS FOLLOWS:

**SECTION 1:** That that portion of Section 1 of Resolution No. 8316, adopted July 1, 2024, as amended, be further amended by deleting “Schedule MP For Police Management on page 6, and replacing it with the following, effective the first day of the first full pay period that includes January 1, 2024:

SCHEDULE MP FOR SWORN POLICE MANAGEMENT (SFPOA-PMU)					
SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
75	13204	13864	14557	15285	16049

**SECTION 2:** That that portion of Sub-section A of Section 2 of Resolution No. 8316, adopted July 1, 2024, as amended, be further amended by deleting the following on page 9, effective the first day of the first full pay period that includes January 1, 2024:

<u>CLASSIFICATION</u>	<u>SALARY RANGES NUMBER</u> <u>SCHEDULE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Police Commander	75MP	13204	13864	14557	15285	16049

**SECTION 3:** That that portion of Section 1 of Resolution No. 8316, adopted July 1, 2024, as amended, be further amended by deleting “Schedule MP For Police Management on page 6, and replacing it with the following, effective the first day of the first full pay period that includes July 1, 2024:

SCHEDULE MP FOR SWORN POLICE MANAGEMENT (SFPOA-PMU)					
SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
75	13732	14419	15140	15897	16692

**SECTION 4:** That that portion of Sub-section A of Section 2 of Resolution No. 8316, adopted July 1, 2024, as amended, be further amended by deleting the following on page 9, effective the first day of the first full pay period that includes July 1, 2024:

<u>CLASSIFICATION</u>	<u>SCHEDULE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Police Commander	75MP	13732	14419	15140	15897	16692

**SECTION 5:** That that portion of Section 3 sub-section E “Police Management Unit” of the Resolution No. 8316, adopted July 1, 2024, as amended, be further amended by deleting “Section 3, Subsection E (3) Management Leave For Police Management on page 35-36, and replacing it with the following, effective the first day of the first full pay period that includes January 1, 2024:

Management Leave:

Management Leave provides a means of compensation for hours worked by exempt employees beyond their normal work schedule.

The City shall provide one hundred and twenty hours of Management Leave per year, to be credited as follows:

- On January 1 of each year, employees shall be credited with eighty (80) hours Management Leave per year. On July 1 of each year, employees shall be credited with an additional forty (40) of Management Leave per year.
- In the first pay period of December each year, the City shall cash out the employee’s accrued balance of unused management leave, not to exceed 100 hours per year. With the exception of the maximum 100 hours of management leave that may be cashed out, all management leave hours must be used in the year earned and cannot be carried over from one calendar year to the next.

At the time of separation, any unused management leave hours will be paid at the employee’s current hourly rate of pay, on a pro-rated basis.

**SECTION 6:** That that portion of Section 3 sub-section E (5) “Police Management Unit” of the Resolution No. 8316, adopted July 1, 2024, as amended, be further amended by deleting “Section 3, Subsection E (5) Uniform Allowance For Police Management on page 36, and replacing it with the following, effective the first day of the first full pay period that includes January 1, 2024:

Uniform Allowance:

The City shall provide employees a uniform allowance of nine hundred sixty dollars (\$960) per fiscal year, payable in equal installments each pay period (approximately \$36.92 per pay period). Any unit employee that does not have an all-weather jacket as of the effective date of this

agreement, shall be issued one as soon as possible. Any new employee shall be issued an all-weather jacket upon hire. Employees shall be eligible to have their all-weather jacket replaced once every 5 years, upon their request.

To the extent permitted by law, this pay shall be reported to CalPERS as compensation earnable for all "Classic" members pursuant to C.C.R. §571(a)(5), Uniform Allowance.

**SECTION 7:** That that portion of Section 3 sub-section E (6) "Police Management Unit" of the Resolution No. 8316, adopted July 1, 2024, as amended, be further amended by deleting "Section 3, Subsection E (6) Out of Class Pay For Police Management on page 36-37, and replacing it with the following, effective the first day of the first full pay period that includes January 1, 2024:

Out of Class Pay:

Any unit member appointed by the Police Chief, with the City Manager approval, to act in a higher classification, due to a vacancy or prolonged absence in that higher classification, and serving continuously in said classification for at least fifteen (15) continuous working days, shall receive the pay established for said higher classification, at whichever step provides the employee with a minimum increase in compensation for five percent (5%), but in no event higher than the top step, during the acting period, retroactive to the first day of said assignment.

The City shall not assign an employee to an acting out of class assignment for more than 960 hours per fiscal year.

**SECTION 8:** The City Clerk shall certify to the adoption of this Resolution and shall cause this Resolution and her certification to be filed in the office of the City Clerk.

**PASSED, APPROVED, AND ADOPTED** this 5<sup>th</sup> day of August, 2024.



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Celeste T. Rodriguez, Mayor of the  
City of San Fernando, California

**ATTEST:**



\_\_\_\_\_  
Julia Fritz, City Clerk

CERTIFICATION

I, City Clerk of the City of San Fernando, California, do hereby certify that the foregoing is a full, true, and correct copy of Resolution No. 8324, which was regularly introduced and adopted by the City Council of the City of San Fernando, California, at a regular meeting thereof held on the 5<sup>th</sup> day of August 2024, by the following vote of the City Council:

**AYES:** Garcia, Solorio, Fajardo, Mendoza, Rodriguez - 5

**NAYS:** None

**ABSENT:** None

**ABSTAINED:** None

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of San Fernando, California, this 19<sup>th</sup> day of August, 2024.

  
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Julia Fritz, City Clerk