

**2022-2024 AGREEMENT
BETWEEN
THE TULARE POLICE MANAGEMENT GROUP
AND
THE CITY OF TULARE**

The parties to this Agreement are the City of Tulare (the "City"), and Tulare Police Management Group which includes the classifications of Police Sergeant, Police Lieutenant, and Police Captain, (the "TPMG").

This Agreement is entered on this 17th day of August, 2022 and is the result of discussions between the parties regarding the compensation for TPMG members and August 16, 2022 approval by City Council. The parties have met and conferred concerning this matter, and have entered into this Agreement.

- Term: July 1, 2022 to June 30, 2024

- Salary
 - Four and one-half percent (4.5%) increase beginning with pay period starting on July 2, 2022
 - Three and one-half percent (3.5%) increase beginning with the first full pay period in July of 2023

- Comparable Agencies
 - Agencies for compensation and benefits comparison: Bakersfield, Clovis, Dinuba, Delano, Fresno, Hanford, Porterville, and Visalia.

- Service Pay
 - Effective July 2, 2022, TPMG members will receive service pay for years of service with the City of Tulare in a sworn position. In addition, current and new employees hired directly from another law enforcement agency in a sworn capacity will be allowed to bring up to five (5) years of prior service to the City. The service pay increases are cumulative.
 - Two and a half percent (2.5%) of base salary at five (5) years of service;
 - Three percent (3%) of base salary at ten (10) years of service; and
 - Three and a third percent (3.33%) of base salary at fifteen (15) years of service.

- Bilingual Pay
 - Increase bilingual pay from two percent (2.0%) to two and a half percent (2.5%).

- Stand-By Pay
 - Increase stand-by pay to the equivalent of a minimum of two hours of the TPMG member's hourly salary for Police Sergeants.

- Call Back / Court Time
 - Increase call back/court time pay to the equivalent of a minimum of four (4) hours at time and a half (1 ½) of the member's hourly salary.

- Comp Time Usage
 - Fair week, Farm show, 3rd and 4th of July, Thanksgiving, Christmas and New Year's Eve are considered black out days.
 - Limit one (1) officer per shift (limit exception with Watch Commander approval.)

