

SECTION 1.

Exhibit A provides the list of positions within the General Supervisory and Management Units and Appendix 1 identifies the corresponding salaries for employees in the categories and positions specified therein; the whole of said attachment is hereby incorporated and approved as a part of the Resolution.

SECTION 2.

Term of Agreement

This Resolution is retroactive to July 1, 2019 and unless expires at 12:00 midnight on June 30, 2025.

SECTION 3.

Salary

Effective July 8, 2019:

The City shall provide a 2.5% increase for all salary ranges in effect for General Supervisory and Management (miscellaneous) unit classifications.

Effective July 8, 2019:

The City shall provide a 3.5% increase for all salary ranges in effect for Police Management, Police Supervisory and Fire Management (sworn) unit classifications.

Effective the pay period including July 1, 2020:

The City shall provide an increase for all salary ranges in effect for unit classifications equal to the increase in the Consumer Price Index (CPI) for all urban consumers in the west region for the 12 months ending in the December preceding the adjustment. However, regardless of the CPI, the increase shall not be greater than 2.5% or less than 1%.

Effective the pay period including July 1, 2021:

The City shall provide an increase for all salary ranges in effect for unit classifications equal to the increase in the Consumer Price Index (CPI) for all urban consumers in the west region for the 12 months ending in the December preceding the adjustment. However, regardless of the CPI, the increase shall not be greater than 2.5% or less than 1%.

Exhibit A

Police Management appointed and active as of July 1, 2021, shall receive a one-time recognition bonus of \$5,000. Payable the payroll including December 15, 2021.

Miscellaneous Management (non-sworn) and General Supervisory shall receive a one-time gross payment of \$3,000.00, payable the payroll including December 15, 2021.

Police Management with 25 years, or more, of sworn service with the Bakersfield Police Department will receive a one-time longevity bonus in the amount of \$15,000. Payable the payroll including December 15, 2021.

Effective July 5, 2021:

The City shall provide a 2.5% increase to the salary range for Fire Chief and Deputy Fire Chief.

Effective July 4, 2022:

The City shall provide a 4.0% increase for all salary ranges in effect for General Supervisory and Management (miscellaneous), Fire Management and Police Management (sworn) unit classifications (approved November 16, 2022); and a 1.0% increase for all salary ranges in effect for General Supervisory and Management (miscellaneous) and Fire Management unit classifications (approved May 10, 2023).

Effective the pay period including July 1, 2023:

The City shall provide a 5.0% salary ranges in effect for General Supervisory and Management (miscellaneous), and Fire Management (sworn) unit classifications. 4% will be in effect for all Police Management (sworn) unit classifications.

Effective the pay period including July 1, 2024:

The City shall provide a 5.0% salary ranges in effect for General Supervisory and Management (miscellaneous), Fire Management (sworn) unit classifications. 4% will be in effect for all Police Management (sworn) unit classifications.

Sections of the resolution may be reopened throughout the term for classification updates, salary adjustments should salary compaction arise in a department(s) due to salary settlements for subordinate employees or general economic matters in support of recruitment and retention efforts.

SECTION 4.

Car and Mileage Allowances

Exhibit A

A. Effective March 20, 2006, department heads who are not furnished an official City car, or regularly utilize a pool vehicle for daily business, shall be reimbursed for automobile use at the rate of ONE HUNDRED TWENTY DOLLARS (\$120.00) per week. Members of the City Council shall be reimbursed for automobile use at a rate equivalent to that designated for department heads.

B. Effective March 20, 2006, Management employees not furnished an official City car, or regularly utilize a pool vehicle for daily business and who are not department heads shall be reimbursed at the rate of twenty-five percent (25%) of the Department Head allowance.

C. Effective March 20, 2006, future automobile allowance rates will be increased annually thereafter on January 1st based upon the percentage annual increase of the IRS mileage reimbursement rate. If the IRS mileage reimbursement rate decreases in any given year, no change to the automobile allowance will be made.

D. Mileage allowances on the above where the car is in use on City business shall be allowed based upon factors of gasoline costs and maintenance costs; provided, however, that City officers named in Subsection A. shall receive mileage allowances only for out-of-town travel on City business.

E. The car allowance provided in Subsection A. shall be annually determined based upon the factors of leasing costs, gasoline costs and up-keep cost increases, if any, from year to year.

SECTION 5.

Medical and Dental Insurance

All future meeting and conferring and decisions regarding the structure of medical/dental insurance coverage shall take place through the Joint City/Employee Insurance Committee. The Committee shall consist of representatives from each Unit and the City. There shall be a good faith effort to make all decisions by October 31 of each year. Discussions as to the City's contribution toward medical/dental insurance shall continue to be determined through the formal meet and confer process between the City and the individual Units.

Medicare Coverage. Any employee eligible to receive retiree medical insurance coverage who is eligible for Medicare coverage whether through the City of Bakersfield, other employers, spouse/domestic partner coverage, or for any other

reason, shall be required to obtain and utilize such coverage as a condition for receiving coverage under the City's plan.

The City shall provide the surviving spouse/domestic partner and eligible dependent (s) of any deceased employee with the health and welfare benefit contribution that had been made on behalf of the employee prior to their death.

Retiree Medical – Management and General Supervisory Units

a) Retiree Medical – Employees Hired Prior to April 1, 1996.

For retired employees hired by the City prior to April 1, 1996, who retire following fifteen (15) years of permanent service or retire due to disability, eligibility for and contributions towards retiree medical insurance shall be as originally set forth in City Council Resolution #227-88 and herein set forth:

- A. Retired employees enrolled under the City's health plan shall receive city contributions based on the following formula:

Participation in the City retiree medical insurance plan will be offered to those employees who retire following fifteen (15) years of regular service or retire due to disability. Such retirees will receive a premium subsidy based upon 3% per year of service, to the nearest quarter year, up to a maximum of 30 years (90%), of the lower of the HMO or Fee-For-Service Single rate. In no case shall a retiree in this class receive more than 90% of their applicable rate structure (i.e., single rate without Medicare rate, single with Medicare rate, etc.) in subsidies from the City.

- B. Forty-two (42%) percent of the actual premium for the "Fee for Service" Retiree Health Plan shall be paid by the City and the balance of the premium shall be calculated and paid pursuant to the formula in "A" above.

- C. Retired employees covered under the HMO Insurance plans shall only receive the City contributions under the formula in "A" above.

Participation in the City retiree medical insurance plan will be offered to those employees hired after April 1, 1996 and before March 22, 2006, who retire following twenty (20) years of regular service or retire due to disability. Such retirees will receive a premium subsidy based upon 3% per year of service up to a maximum of 30 years (90%), of the lower of the HMO or Fee-For-Service Single rate. In no case shall a retiree in this class receive more than 90% of their applicable rate structure (i.e. single without Medicare rate, single with Medicare rate, etc.) in subsidies from the City.

Exhibit A

b) Any employee eligible to receive retiree medical insurance coverage who is eligible for Medicare coverage (Part A or B) whether through the City of Bakersfield, other employers, spouse coverage, or for any other reason, shall be required to obtain and utilize such coverage as a condition for receiving coverage under the City's retiree medical plan.

c.) Employees hired after April 1, 1996 shall not be eligible to receive the 42% Fee-For-Service plan subsidy.

d) Management and supervisory employees hired after February 22, 2006, shall not be eligible to receive retiree medical insurance.

SECTION 6.

Life Insurance

The City shall provide a basic term life insurance policy for employees included within this Resolution. In addition, the City shall provide contributions toward a life insurance plan as follows:

Basic Life Benefit – up to \$2,000 plus, 1 times Basic Annual Salary, rounded to the nearest \$1, 000, up to a maximum of \$100,000.

Line of Duty Death Benefit – Including the prescribed death benefits defined in Labor Code Section 4701 et. al, the City shall pay all reasonable funeral and burial expenses to a maximum of \$20,000 for a Bakersfield employee who dies as the direct result of an on-duty related injury.

SECTION 7.

Administrative Leave

Employees covered by this resolution which are not eligible for Administrative Leave by prior agreement, may be granted administrative leave under Section 2.84.620(d) of the Bakersfield Municipal Code and Administrative Rule Number 3.2 with the approval of the department head and the City Manager.

The Supervisory Units may use up to 3 days consecutively of administrative leave.

Exhibit A

SECTION 8.

Uniform and Tool Allowance

The City shall provide a uniform allowance paid on a bi-weekly basis as follows:

- A. Police Management and Fire Management, (safety members) shall receive the same allowance provided for represented Fire and Police employees; annual allowance shall be One Thousand Three Hundred (\$1,300.00) Dollars earned and paid bi-weekly on a pro-rata basis. During the time of any leave of absence without pay, employees will not be eligible for Uniform Allowance.
- B. Supervising Fire Dispatchers, Police Communications Center Supervisors and Miscellaneous Management, who are required to wear a uniform shall be provided with FIVE HUNDRED EIGHTY DOLLARS (\$580) per year. Animal Control Supervisors required to wear a uniform shall be provided with EIGHT HUNDRED FIFTY DOLLARS (\$850) per year. Allowance is earned and paid bi-weekly on a pro-rata basis.
- C. General Supervisory employees required to wear uniforms will be furnished uniforms at no cost to the employee.
- D. General Supervisory and Management (non-sworn) employees who require safety footwear will be provided an allowance equal to those employees they supervise. Approval will be for approved safety footwear for those classifications listed with Human Resources.
- E. General Supervisory employees who are required to provide a full complement of hand tools shall be reimbursed for replacement of such tools up to FOUR HUNDRED TWENTY FIVE DOLLARS (\$425) annually, effective January 1, 2007.

SECTION 9.

Accumulated Sick Leave

Payment of accumulated sick leave in event of death or resignation of a member of the Management Unit, General Supervisory Unit shall be as follows:

Exhibit A

- A. One-half ($\frac{1}{2}$) of the unused sick leave shall be paid to the member's beneficiary or estate in the event of such member's death prior to his separation from City employment after ten (10) years service.
- B. Seventy-five percent (75%) of the unused sick leave shall be paid to a Management Unit or General Supervisory Unit employee, whose employment is terminated for any reason, other than discharge, following five (5) years service.

SECTION 10.

Sick Leave Conversion

General Supervisory and Management employees accrue sick leave at the rate of twelve (12) days per calendar year, with a maximum accrual of one hundred twenty (120) days. An employee who has an accrued balance at the end of the calendar year, which exceeds one hundred twenty (120) days will receive one hundred percent (100%) of his/her accruals in excess of one hundred twenty (120) days as vacation and may convert and be paid for up to seventy-five (75%) of that amount of vacation. The amount to be converted must be designated by the employee no later than the following January 31, which will be paid to employee the second pay day in February. Employees receiving the above conversion will not receive any sixty (60) to one hundred twenty (120) day conversion of sick leave for that calendar year. The previously established non-conversion sick leave "bank" will no longer exist for this group.

SECTION 11.

Holidays

- A. All eligible management and supervisory employees shall observe the following eight-hour holidays with pay:
 - Martin Luther King Day
 - President's Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Veterans Day
 - Thanksgiving Day
 - Day after Thanksgiving Day
 - Christmas Day
 - New Year's Day

Exhibit A

Three Floating Holidays, as provided below.

Employees shall also receive every day designated by the City Council as special holidays in commemoration or in memorial of an extraordinary occurrence as paid holidays.

During the time of any leave of absence without pay employees will not be eligible for Holiday Pay.

B. Whenever a holiday falls on a Sunday, the following Monday shall be observed. Whenever a holiday falls on a Saturday, the previous Friday shall be observed as a holiday.

C. Employees assigned to seven-day per week shift schedules shall observe the actual, not the observed holiday.

D. Floating Holidays. Each employee in the General Supervisory and Management Units not working on a shift basis, who is employed by the City when floating holiday is credited, shall be eligible for floating holiday(s). Floating holiday(s) must have prior departmental approval and shall be consistent with the efficient operation of the affected department and its activities.

Floating holidays shall be utilized as follows on years that Christmas and New Years fall on:

Saturday, Sunday, or Monday, three floating holidays will be credited to employees.

Tuesday, Wednesday, or Friday, Christmas and New Years eve will be observed as full day holidays and one floating holiday will be credited each employee.

Thursday, the Fridays following Christmas and New Years will be observed as full day holidays and one floating holiday will be credited each employee.

Floating holidays not observed as Christmas or New Year's Eve shall be credited and available by July 1 of each year.

E. Whenever a holiday falls on a Sunday, the following Monday shall be observed. Whenever a holiday falls on a Saturday, none of the above shall be observed as a holiday.

Exhibit A

Employees assigned to seven-day per week shift schedules shall observe the actual, not the observed holiday.

F. Eligibility. All probationary and full-time employees except those employees who are absent without pay one-half ($\frac{1}{2}$) day or more immediately before and/or after the holiday, shall be eligible to observe holidays in the manner herein provided.

G. Holiday Work. When General Supervisory are required to work on a holiday, the eligible employee shall be credited for the holiday once at the straight time rate and shall be credited once again for the actual time worked as overtime at the employee's applicable overtime rate. General Supervisory Unit employees working on a holiday designated in Subsection A. shall be credited for overtime at time and one-half.

H. Holidays on Day Off. When a holiday falls on an employee's scheduled day off, the eligible employee shall be credited for the holiday as overtime at the straight time rate.

I. Designated Holidays and Manner of Payment for Holiday Work on Shift Basis – All eligible employees in the Fire/Police (Safety) Management and Communications Center Supervisory Unit working on a shift basis, without regard to holidays, are entitled to thirteen (13) holidays (12 of 13 pensionable; 1 of the floating holidays that is not associated with a designated holiday is nonreportable) to be paid at straight time, as follows:

1. Police Management (Safety): 7.5% of base wages.
2. Communications Center Supervisors and Communications Operations Supervisors: 5.0% of base wages.
3. Fire Management (Safety): 5.36% of base wages.

Applicability is at the discretion of the Chief, in support of operations, and is not exclusive to shift basis.

SECTION 12.

RETIREMENT

In addition to amounts presently paid by City, the City shall pay the following contribution to PERS (Public Employees Retirement System) normally paid by the employee:

Exhibit A

A. Public Employees Retirement System Contribution

1. General Supervisory - At the beginning of the employees sixth (6th) cumulative year of service, the city shall pay (8%) on behalf of the employee for those hired prior to January 1, 2013. Those hired after January 1, 2013 and are not classic members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), will pay half of normal pension cost as established by CalPERS upon hire. Effective July 14, 2014, all employees hired prior to January 1, 2013 will contribute the amounts set forth above or one-half of one percent (.5%) towards the employee retirement contribution; whichever is greater.
2. Police and Fire Management (Safety) - The City shall pay nine percent (9%) on behalf of the employee for those hired prior to January 1, 2011. Those hired after January 1, 2011, and prior to January 1, 2013, will pay 100% of the PERS member contribution. Those hired after January 1, 2013 and are not classic members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will pay half of normal pension cost as established by CalPERS upon hire. Effective July 14, 2014, all employees hired prior to January 1, 2011 will contribute the amounts set forth above or one-half of one percent (.5%) towards the employee retirement contribution; whichever is greater.
3. Management Unit, except Police and Fire Management (Safety) – The City shall pay eight percent (8%) on behalf of the employee. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will pay half of normal pension cost as established by CalPERS upon hire. Employer Paid Member Contributions (EPMC) shall be reported as salary earnings for retirement credit for Management and General Supervisory beginning January 1, 2003, for those employees with five (5) years or more cumulative employment with the City. Effective July 14, 2014, all employees hired prior to January 1, 2013 will contribute the amounts set forth above or one-half of one percent (.5%) towards the employee retirement contribution; whichever is greater.
4. The City implemented the PERS option 2 Death Benefit for Miscellaneous Management and General Supervisory on March 30, 2009; for Fire Management (Safety) on April 11, 2011; for Police Management (Safety) on January 13, 2014.

B. Public Employees Retirement System Formulas

Exhibit A

1. Management and General Supervisory (excluding Safety) - Employees hired prior to December 20, 2008 will be eligible for the 3% @ age 60 plan and retirement is based on one year compensation. Those hired on, or after, December 20, 2008 are eligible for the 2.7% @ age 55 plan and retirement is based on three year compensation. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will be eligible for the 2% @ 62 plan and retirement is based on three year compensation.
2. Police and Fire Management (Safety) - Those hired prior to January 1, 2011 will be eligible for 3% @ age 50 and retirement is based on one year compensation. Those hired on, or after, January 1, 2011 will be eligible for 2% @ age 50 and retirement is based on three year compensation. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will be eligible for the 2.7% @ 57 plan and retirement based on three year compensation.

SECTION 13.

Longevity Pay

The City shall compensate employees for longevity as follows:

A. General Supervisory Units - Effective the first full pay period in April 1984, the City will institute a Longevity Pay Program for Unit members as follows (the amounts are not cumulative):

1. Ten (10) or more uninterrupted years of City employment - two percent (2%) of base pay.
2. Fifteen (15) or more uninterrupted years of City employment - four percent (4%) of base pay.
3. Twenty (20) or more uninterrupted years of City employment - six percent (6%) of base pay.

Employees hired after January 1, 1985, shall not be eligible for longevity pay.

Exhibit A

Effective the pay period including July 1, 2022, Police Management classifications will be eligible for the longevity program provided in Section 07.03.01 and 07.03.02 of the MOU with the Bakersfield Police Officers Association, as follows:

Longevity and Retention

Longevity Bonus. In acknowledgement of the current difficulties in recruitment and retention efforts of sworn personnel a longevity bonus is established in recognition of member service effective July 1, 2022, in the amounts of:

- Tier 1; 5 years of continuous service – \$3,000
- Tier 2; 9 years of continuous service – \$7,000
- Tier 3; 14 years of continuous service – \$9,000
- Tier 4; 20 years of continuous service – \$15,000
- Tier 5; 25 years or more of continuous service – \$20,000

Payments will be considered compensation earnable for Classic members. Members are only eligible for a longevity bonus or performance retention bonus, not both. Payments will be processed per qualifications outlined below:

- Hired on or before December 31, 2012;
- Complete years of service based on service date to a sworn position for the Bakersfield Police Department;
- No retroactive payments. Payments are made at the time-of-service qualification following program effective date (i.e., in 2022 if a member has 13 years of service their 1st payment would be Tier 3 at year 14);
- Payments are one-time only based on service and tiers are not repeating (i.e., tier paid in qualifying year only);
- Payments are made on the employee's current service date in the qualifying year. A onetime consideration of service dates of January – June 2022 will be paid in July 2022;
- Incumbents must work at least 1,040 regular hours, inclusive of hours designated by the Chief of Police, in year preceding qualification;
- Failure to qualify will delay payment of bonus tier until hours worked are satisfied."

Performance Retention Bonus. In efforts to retain and develop qualified sworn personnel a retention bonus is established, effective July 1, 2022, as follows:

Tier 1; 5 years of continuous service – \$3,000
Tier 2; 9 years of continuous service – \$7,000
Tier 3; 14 years of continuous service – \$9,000
Tier 4; 20 years of continuous service – \$15,000
Tier 5; 25 years or more of continuous service – \$20,000

Payments will not be considered compensation earnable for members. Members are only eligible for a longevity bonus or performance retention bonus, not both. Payments will be processed per qualifications outlined below and not be:

- Hired on or after January 1, 2013;
- Incumbents must be in good standing with the department exhibited by a satisfactory or above performance evaluation in the qualifying year;
- Complete years of service based on service date to a sworn position for the Bakersfield Police Department;
- No retroactive payments. Payments are made at the time-of-service qualification following program effective date (i.e., in 2022 if a member has 13 years of service their 1st payment would be Tier 3 at year 14).
- Payments are one-time only based on service and tiers are not repeating (i.e., tier paid in qualifying year only);
- Payments are made on the employee's current service date in the qualifying year. A onetime consideration of service dates of January – June 2022 will be paid in July 2022;
- Incumbents must work at least 1,040 regular hours, inclusive of hours designated by the Chief of Police, in year preceding qualification;
- Failure to qualify will delay payment of bonus tier until hours worked are satisfied."

SECTION 14.

Incentive Pay

City shall contribute an additional five percent (5%) of employee's base salary to all Police Management employees possessing either an Intermediate or Advanced Certificate, or both, issued by the Police Officers Standards and Training Commission (P.O.S.T.).

Police Management shall receive an additional five (5%) of base pay (total of 10%) as a management incentive in recognition of Supervisory and Management certificates under POST and/or advanced training specializations as approved by the Chief of Police. Maximum incentive pay in all cases is (10%) ten percent.

City shall contribute an additional five percent (5%) of employee's base salary to Fire Management personnel holding an Associate in Arts Degree which fulfills all requirements of a Fire Science Certificate and five (5) years employment with the Bakersfield Fire Department, or two and one-half percent (2½%) of employee's base salary for those safety personnel in the Bakersfield Fire Department who have obtained a Fire Science Certificate requiring thirty (30) units and eight (8) years employment of Fire Management Certificate requiring twenty-one (21) units and eight (8) years employment with the department.

SECTION 15.

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SECTION 16.

Shift Differential

General Supervisory employees shall receive an increased shift differential of \$.90 per hour 3 p.m. to midnight and \$1.25 between 12 midnight and 7 a.m., effective January 1, 2007.

SECTION 17.

Stand-By Pay

Effective March 22, 2006, General Supervisory employees designated by management who are directed to remain on stand-by, pursuant to Section

Exhibit A

2.84.270 of the Bakersfield Municipal Code, shall receive FORTY DOLLARS (\$40.00) per each eight (8) hours on stand-by or fraction thereof.

SECTION 18.

Additional Working Shift Compensation

In consideration for working an additional half shift, in addition to regularly scheduled duty shifts, Police Lieutenants will be compensated at straight time for each such additional full shift worked.

SECTION 19.

Overtime: Supervising Fire Dispatchers

Supervising Fire Dispatchers will be compensated for overtime worked at time and one-half.

SECTION 20.

Overtime: Communications Center Supervisors

Effective March 20, 2006, Communications Center Supervisors will be compensated for overtime worked at a straight hourly rate and will receive an additional 3.5% of salary in lieu of overtime at time and one half. Effective May 10, 2023, Communications Center Supervisors will be compensated for overtime worked at time and one-half.

SECTION 21.

Compensatory Time off-Maximum Accrual

Compensatory time off accrual maximum for Police Management employees shall be eighty (80) hours.

SECTION 22.

Residency Requirement

The residency requirement for General Supervisory Unit employees shall be amended to require that employees maintain residency within one (1) hour normal driving time from City Limits. Normal driving time shall be defined as driving the most direct route at the posted speed limit. Employees must

Exhibit A

comply with the residency requirement within six months of passing probation.

SECTION 23.

Physical Assessment Program

Up to one time each eighteen (18) month period starting January 1, 1996 for Management Unit employees, the City will offer these employees the opportunity to receive a comprehensive physical assessment and follow-up counseling session. The Assessment will measure:

- Cardiovascular fitness
- Blood pressure
- Blood composition (cholesterol, etc.)
- Body composition
- Muscular endurance
- Flexibility

When indicated by initial results, follow-up testing will be performed. Results of the assessment will be confidential and for the individual employee's use only. The City will receive composite data to be used in evaluating the need for training, seminars, etc. The program will be provided on work time and will be voluntary.

SECTION 24.

Witness/Jury Duty

The City shall amend its Administrative Policy and Procedure regarding jury duty to provide for paid leave when an employee is subpoenaed to appear as a witness in court in Kern County on matters of civic concern. Examples of matters of civic concern would include criminal matters, accidents, etc.

SECTION 25.

Vacation

Annual vacation accrual will be as set forth in the Bakersfield Municipal Code, Section 2.84.350. Maximum vacation accrual shall be three (3) years' annual accrual. Between 5 to 10 years of service, the maximum vacation accrual shall be increased to three (3) years and three (3) days.

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After ten (10) years of service, the maximum accrual shall be increased to three (3) years and nine (9) days.

SECTION 26.

Unit Representation Change

Effective June 1, 1992, the Communications Center Supervisors will become part of the Police Supervisory Unit as Non-Safety members.

Effective January 1, 2005 employees of the Communications Supervisory classification were incorporated into the General Supervisory group. This was in relationship to the Police Sergeants being granted representation through the Bakersfield Police Officer Association.

The Police Sergeants were covered by this resolution prior to 2005 but had left after formal request, and approval, of the City Manager in April 2004. The Police Sergeants were returned under this resolution as, Police Supervisory Unit, after formal request was made to the City Manager and approved effective September 27, 2011. Effective July 3, 2021 the Police Sergeants returned as members covered under the Bakersfield Police Officers Association upon formal request and member vote.

SECTION 27.

Payroll

Effective immediately, all payroll changes shall take place at the nearest pay period.

Direct Deposit - Effective January 8, 1996, all Management employees shall participate in direct deposit for payroll purposes.

SECTION 28.

Bi-lingual Pay

Police Lieutenants capable of speaking Spanish shall be eligible to receive an additional ONE HUNDRED DOLLARS (\$100.00) per pay period and Communications Center Supervisor employees capable of speaking Spanish shall be eligible to receive an additional FORTY DOLLARS (\$40.00) per pay period. During the time of any leave of absence without pay employees will not be eligible for bilingual pay. All personnel shall utilize any

Exhibit A

language skills they possess to the best of their ability in handling their responsibilities on a non regular basis without compensation. To be eligible, an employee must: 1) Pass the test demonstrating conversational fluency in Spanish; 2) Pass periodic retests in language skills; and 3) Serve as translators as required.

Additional languages may be added by the Chief of Police. Notwithstanding the above, all personnel shall utilize any language skills they possess to the best of their ability in handling their responsibilities. In case of an emergency, all employees will use whatever language skills they possess to assist to the maximum extent possible.