

SIDE LETTER NO. 03-2023

TO THE MEMORANDUM OF UNDERSTANDING

BETWEEN

THE TOWN OF MAMMOTH LAKES

AND

THE MAMMOTH LAKES POLICE OFFICERS' ASSOCIATION

The Town of Mammoth Lakes ("Town") and the Mammoth Lakes Police Officers' Association ("POA") hereby agree to modification of the terms and conditions set forth in the Memorandum of Understanding ("MOU"), dated July 1, 2022 through June, 30, 2025 between the Town and the MLPOA as it pertains to the Corporal position as follows:

1. MOU Article 8.1 enumerates "Salary Schedule" for the employees of MLPOA. Employees in the classification of Police Corporal shall be 11% above the base pay of Police Officer in the salary schedule. Based on inclusion of 2.5% of intermediate California P.O.S.T. certificate, the net increase is 8.5% for this position. Officers promoting to the position of Police Corporal will remain at the same step on the Police Corporal Salary Schedule as they were on the Police Officer Salary Schedule, example Step C, remain on Step C. Salary Schedule for Police Corporal position included in Attachment A.
2. MOU Article 9.3 enumerates "Shift Bid and Pay Differential" for the employees of MLPOA. Employees in the classification of Police Corporal shall maintain their assigned shift obtained during the last shift bid. On the next shift bid in November 2023, the two positions of Police Corporal shall be on different shifts and whenever possible opposite sergeants to assist with supervision of patrol duties.
3. MOU Article 13 enumerates "Post Pay" for the employees of MLPOA. Employees in the classification of Police Corporal shall not be eligible for section (a) intermediate California P.O.S.T. pay differential of 2.5%. The intermediate California P.O.S.T. certificate is a requirement for the Police Corporal position and is therefore included in the base pay for this position. The Police Corporal position remains eligible for the 5.0% pay adjustment associated with the advanced California P.O.S.T. certificate.
4. MOU Article 15 enumerates "Special Assignment Pay" for the employees of MLPOA. Employees in the classification of Police Corporal shall not be eligible for any special assignments outside of patrol. These special assignments include section 15.1 "Officer in Charge", section 15.2 "School Resource Officer", and a Detective position, should one become available. Police Corporal would still be eligible for section 15.3 "Sexual Assault Response Team" (SART) and "Special Enforcement Detail" (SED) assignments and corresponding pay adjustments.
5. The MLPOA and Town Management have met and conferred in good faith to address the proposed modifications to Article 8.1, 9.3, 13, and 15 as they pertain to the position of Police Corporal.

6. The MLPOA and Town Management have reached a tentative agreement to modify the terms and conditions of Articles 8.1, 9.3, 13, and 15 as outlined in this Side Letter.
7. The amended terms and conditions of the MLPOA MOU will be effective as of September 6, 2023.
8. Except as modified above, the terms and conditions of the MLPOA MOU shall remain in effect as provided therein.

TOWN OF MAMMOTH LAKES:



Daniel C. Holler
Town Manager

Date: 9-06-2023

**MAMMOTH LAKES POLICE OFFICERS'
ASSOCIATION:**



Amanda Muir
Police Officers' Association Representative

Date: 9/7/23



Brian Madera
Police Officers' Association Representative

Date: 09-07-23

Proposed Corporal Pay Rate Included in New Attachment A to MOU										
Annual				Monthly			Hourly			
FY23-24	A	B	C	D	E	A	B	C	D	E
Police Recruit (set hourly rate)										
Police Officer (PO/1)	87,271	91,635	96,216	101,027	106,078	\$ 7,273	\$ 7,636	\$ 8,018	\$ 8,419	\$ 8,840
Police Corporal (PO/2)*	96,871	101,714	106,800	112,140	117,747	\$ 8,073	\$ 8,476	\$ 8,900	\$ 9,345	\$ 9,812
* Effective first full pay period upon appointments to position										
FY24-25 (Effective July 2024)	A	B	C	D	E	A	B	C	D	E
Police Recruit (set hourly rate)										
Police Officer (PO/1)	89,889	94,384	99,103	104,058	109,261	\$ 7,491	\$ 7,865	\$ 8,259	\$ 8,671	\$ 9,105
Police Corporal (PO/2)	99,777	104,766	110,004	115,504	121,279	\$ 8,315	\$ 8,730	\$ 9,167	\$ 9,625	\$ 10,107