

Compensation and Benefit Summary

for the

Executive Management Employees Association



Last Revised: 07/15/2025

July 1, 2025 to June 30, 2027

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SECTION 1

Application

This document summarizes the compensation and benefits currently provided to members of the Executive Management Employees Association (EMEA) as approved by City Council action. Any future changes to any section of this document will be incorporated upon adoption by City Council, side agreement or upon changes implemented by State or Federal law.

This document applies to all positions designated as Department Heads including but not limited to:

Community Development Director
Finance Director
Fire Chief
Parks and Community Services Director
Police Chief
Public Works Director
Utilities and Engineering Director

Positions not listed above, but created and designated as a Department Head or Executive Management through the City's recognition process are covered by the terms herein.

Term

This agreement shall be effective for the period of July 1, 2025 through June 30, 2027.

SECTION 2

Wages

\$1,200 non-pensionable stipend and four percent (4%) salary increase effective the first full pay-period after agreement has been formally ratified.

Four percent (4%) salary increase effective the first full pay period in July 2026.

In a prior agreement, salary information was compared using data from five (5) comparable agencies (Delano, Madera, Merced, Tulare, and Visalia).:

Direct Deposit

All employees will enroll in the City's direct deposit program.

Management Leave

Department Heads shall receive eighty (80) hours of Management Leave. It is preferred that Management Leave be used as time off. An employee may also cash out up to sixty-four (64) hours of their Management Leave or convert all or a portion of their leave to deferred compensation by completing the required form and returning it to the Payroll office in advance of the payroll deadline. Any Management Leave hours not taken by PP025 will be compensated their cash out balance, up to sixty-four (64) hours if available in PP026. Under no circumstances shall available Management Leave hours be carried over to a new calendar year.

Department Heads who are hired throughout the year will receive a pro-rated amount of Management Leave hours and shall follow the Management Leave Plan as noted in the paragraph above.

Department Heads who leave the City of Hanford with Management Leave hours available will be compensated their cash out balance, up to sixty-four (64) hours if available

Tuition Reimbursement

Pursuant to Administrative Regulation 1.13, regular employees are eligible to receive tuition reimbursement up to \$5,000 per fiscal year for courses taken to obtain a bachelor's, master's or doctoral degree only (no training/certificate course work).

Mileage Reimbursement

Employees required to use their private automobile for authorized City business shall receive mileage reimbursement at the current IRS approved rate.

Car Allowance

The Fire Chief and Police Chief are assigned a City vehicle for take home use to be used consistent with the City's vehicle policy.

Other Department Heads shall receive a monthly car allowance of \$500.

Cell Phone Allowance

Department Heads are provided with a cell phone/internet reimbursement allowance in accordance with Administrative Regulation 1.26.

Uniform Allowance

A newly appointed Fire Chief or Police Chief shall be paid an initial \$500 for the appropriate uniform for the first year of employment within one (1) month of the date of hire. In the event such employees do not maintain 12 consecutive months of service with the City, such employee shall return to the City fifty percent (50%) of the cost of the uniforms.

After the first year of employment, the employee is eligible for a pro-rated uniform allowance based on the number of months remaining in the calendar year.

Thereafter the Fire Chief and Police Chief shall receive an annual uniform/clothing allowance of \$1,200.

Per Diem

The City shall reimburse EMEA employees according to the provisions outlined in the Administrative Regulation 1.05.

Longevity Pay

Employees shall receive an increase upon completion of the following consecutive years of active services with the City of Hanford:

Five (5) years of service: 2.5%

Ten (10) years of service: an additional 2.5%

Fifteen (15) years of service: an additional 2.5%
Twenty (20) years of service: an additional 2.5%
(Maximum allowance of 10%)

Active service shall be defined as an employee who is in a continued pay status and an employee who is on approved leave (including paid or unpaid military leave). Time off for discipline leave shall not be time counted towards longevity, but such leave shall not constitute as a break in active service as it relates to longevity.

Upon appointment to an executive level position, the City Manager shall have the discretion to provide longevity pay based on years of service at another public entity (State, County or City municipality) in a management level position. Verification of years of service, title and job functions will be conducted through the Human Resources office prior to awarding longevity pay.

Educational Pay

EMEA employees who obtain and maintain one of the certificates as noted below in the “Educational” tab of CalPERS “Special Compensation Type Reportability Table,” shall receive a five percent (5%) increase to their base salary per month, effective the first full pay period after the City receives proof of certification (unless noted otherwise). This compensation shall be provided on an ongoing basis, provided the certification is maintained and remains valid. Employees are responsible for providing the Human Resources Division with their renewed certification going forward.

Compensation awarded during any period in which the employee fails to maintain the required certification may be subject to recovery, and such failure may result in disciplinary action up to and including termination.

Special Compensation Type	Classic	PEPRA	Notes
Applicant's Differential	Yes	Yes	
Certified Public Accountant Incentive	Yes	Yes	
Educational Incentive	Yes	Yes	The City's Payroll Division will review and coordinate with CalPERS to verify eligibility. Individuals who meet CalPERS reportability requirements will be identified in this section. Compensation will begin the first pay-period after eligibility has been confirmed by CalPERS.
Engineering Registration Premium	Yes	Yes	Only for engineers

Special Compensation Type	Classic	PEPRA	Notes
Government Agency Required Licenses	Yes	Yes	The City's Payroll Division will review and coordinate with CalPERS to verify eligibility. Individuals who meet CalPERS reportability requirements will be identified in this section. Compensation will begin the first pay-period after eligibility has been confirmed by CalPERS.
International Conference of Building Officials (ICBO) Certificate	Yes	Yes	Only for building inspectors
Mechanical Premium	Yes	Yes	Only for mechanics with a Brake Adjustment License, SMOG Inspector License, etc.
National Institute of Automotive Service Excellence (NIASE) Certificate	Yes	Yes	Only for mechanics
Notary Pay	Yes	Yes	Only for clerical employees
Peace Officer Standards Training (POST) Certificate Pay	Yes	Yes	Only for safety police

Certified Public Accountant Incentive - Employees assigned to the position of Finance Director (or equivalent title) who obtain and maintain a Certified Public Accountant license shall receive a five percent (5%) increase to their base salary per month, payable with the normal payroll effective the first full pay period after the City receives confirmation of the license. This compensation shall be available to all employees assigned to the position of Finance Director (or equivalent title) without exclusion.

Engineering Registration Premium - Employees assigned to the position of Public Works Director and/or Utilities and Engineering Director (or equivalent title) who have taken and passed a California engineering proficiency exam and are registered with the State of California shall receive a five percent (5%) increase to their base salary per month, payable with the normal payroll effective the first full pay period after the City receives confirmation of the license. This compensation shall be available to all employees assigned to the position of Public Works Director and/or Utilities and Engineering Director (or equivalent title) without exclusion.

Peace Officer Standards Training (POST)Premium – Employees assigned to the position of Police Chief (or equivalent title) who obtain and maintain a POST Executive certificate shall receive a five percent (5%) increase to their base salary per month payable with the normal payroll effective the first full pay period after the City received confirmation of the certificate. This compensation shall be available to all employees assigned to the position of Police Chief (or equivalent title) without exclusion.

Chief Fire Officer Premium - Employees assigned to the position of Fire Chief (or equivalent title) who obtain and maintain a State Fire Marshal Executive Chief Fire Officer Certificate shall receive a five percent (5%) increase to their base salary per month payable with the normal payroll effective the first full pay period after the City received confirmation of the certificate. This compensation shall be available to all employees assigned to the position of Fire Chief (or equivalent title) without exclusion.

The City will pay for the cost associated with maintaining and renewing such licenses.

National/State/Renewable Certifications

National, State or renewable licenses/certificates obtained by employees assigned to EMEA will be reviewed by the City Manager to determine if it is related to the position and benefits the job and the City. It is expressly understood that positions and assignments eligible for additional pay (2.5% increase) will be determined solely at the discretion of the City Manager and unlike the specific certifications described above will not be reported to CalPERS as pensionable income. Employees are responsible for providing the Human Resources Division with their renewed (if applicable) certificate going forward. Compensation awarded during any period in which the employee fails to renew their certification may be subject to recovery, and such failure may result in disciplinary action up to and including termination.

The City will pay for the cost associated with maintaining and renewing such certification (if applicable).

Other Certifications

Other certifications obtained by employees assigned to EMEA will be reviewed by the City Manager to determine if it is related to the position and benefits the job and the City. It is expressly understood that positions and assignments eligible for additional pay (1% increase) will be determined solely at the discretion of the City Manager and unlike the specific certifications described above will not be reported to CalPERS as pensionable income.

The maximum amount provided in total for Education Pay is five percent (5%).

Special Assignment Pay

Water Certification Premium - Employees assigned to the position of Public Works Director and/or Utilities and Engineering Director (or equivalent title) who routinely and consistently are assigned to test local water quality for compliance with governmental health standards and have obtained a Grade V or higher water distribution, water treatment or wastewater treatment certificate shall receive a five percent (5%) increase to their base salary per month payable with the normal payroll effective the first full pay period after the City receives the certificate. This compensation shall be provided on an ongoing basis provided the certification is maintained and remains valid. Employees are responsible for providing the Human Resources Division with their renewed certification going forward. The City will pay for the cost associated with maintaining and renewing such certifications.

EMEA employees who are assigned to special assignment duties or work conditions on a routine or consistent basis as outlined in the “Special Assignment” tab of CalPERS “Special Compensation Reportability Table” may be eligible to receive a five percent (5%) increase to their base salary per month, payable with the normal payroll. To receive this pay, employees must submit a written request to the City Manager demonstrating their eligibility and include any related certifications earned, if applicable. Upon approval, the City’s Payroll Division will coordinate with CalPERS to confirm eligibility. Employees who meet CalPERS reportability standards will be listed in this section.

The special compensation will commence with the first pay period following CalPERS' confirmation of eligibility and will continue as long as the qualifying duties or conditions persist. If related certifications are earned and subject to renewal, employees must provide updated documentation to the Human Resources Division. The City will pay for the cost associated with maintaining and renewing such certification (if applicable).

The maximum amount provided in total for Special Assignment Pay is five percent (5%).

Acting Pay

When an employee is temporarily assigned to a position in a higher classification (employee leaves their current position and assumes the duties and responsibilities of a higher-level classification), they shall have their base salary adjusted to the base pay for the higher classification at Step 1 or the step that provides them with a minimum of a five-percent (5%) increase commencing on the eleventh (11th) consecutive business day in a fiscal year. Designated City holidays shall count towards consecutive business days worked.

If the assignment is to a vacant position currently being recruited for, hours worked shall not exceed 960 hours in a fiscal year in compliance with Government Code 20480.

Working out of Classification

If an employee is assigned to perform duties that are distinct, separate and normally performed by employees in a different classification (higher or lower) for more than 51% of their working hours, they shall receive a five-percent (5%) increase in their base salary commencing on the eleventh (11th) consecutive business day in a fiscal year. Designated City holidays shall count towards consecutive business days worked.

Working out of class assignment may be discontinued by the City Manager any time; however, employees shall not be rotated in and out of working out of class assignments to avoid providing additional compensation.

Working out of classification pay shall not be considered as part of the employee's base pay when computing the rate due upon promotion to a higher classification.

Any working out of classification assignment shall not exceed six months in a fiscal year unless written approval is received by the City Manager.

Any employee who feels they are working out of classification and not receiving compensation for their additional duties may submit supportive documentation to the City Manager outlining a detailed listing of all duties performed and the amount of time he/she spends on those duties. The City Manager shall review and render a decision in writing within twenty (20) calendar days after receiving the employee's supportive documentation. The decision of the City Manager shall be final.

Severance Pay

Department Heads, if terminated without cause shall be entitled to receive six (6) months of severance payments, the equivalent of six (6) months of their monthly salary upon termination subject to all state and federal withholding. Represented members of EMEA may not be terminated within six (6) months of hire of a new City Manager, unless with cause.

SECTION 3

Health Insurance

Medical

The City shall offer optional medical plans including but not limited to a PPO, EPO and/or a high deductible plan with employee sponsored Health Savings Account (HSA), if applicable. The City shall pay sixty percent (60%) of the total premium cost of all regular and probationary employees, and their dependents, who elect the PPO plan.

Dental

The City shall pay sixty percent (60%) of the total premium cost of all regular and probationary employees, and their dependents, who elect a dental plan.

Vision

The City shall pay one hundred percent (100%) of the total premium cost of all regular and probationary employees who elect an employee only vision plan. The City shall pay sixty percent (60%) of the total premium cost of all regular and probationary employees, who elect a vision plan with dependent coverage.

Retirement

Miscellaneous Employees

The City shall provide the 3% @ 60 retirement plan to miscellaneous employees under the California Public Employees (CalPERS) retirement system.

Pursuant to State law, miscellaneous employees hired on or after January 1, 2013, shall be provided with the 2% @ 62 retirement plan under the California Public Employees (CalPERS) retirement system.

Sworn-Safety Employees

The City shall provide the 3% @ 55 retirement plan to safety employees under the California Public Employees (CalPERS) retirement system.

Pursuant to State law, safety employees hired on after January 1, 2013, shall be provided with the 2.7% @ 57 retirement plan under the California Public Employees (CalPERS) retirement system

All employees shall pay the required employee contribution as determined by CalPERS.

State Disability Insurance

Employees shall be enrolled in a Short-Term Disability (STD) and Long-Term Disability (LTD) plan through a private vendor (not California State Disability Insurance). Both Short and Long Term Disability Insurance is provided to all employees within this group at the employee's cost.

Payments may be available to employees who cannot work due to sickness or non-work-related injury. An employee's full salary will continue by using accrued leave (vacation, sick and/or other accrued and available leave). Payments received by the employee from the private vendor shall be turned into the City's Human Resources office upon receipt by the employee. When such checks are received by the City, the employee's sick leave balance shall be reimbursed, equivalent to the dollars received. At such time that the employee no longer has adequate leave balances available to use to maintain their income, the employee is no longer required to submit their disability payments to the City.

If it is decided that EMEA elects to cancel or amend their existing plans, a written notice must be provided to the Human Resources office ninety days in advance of the new calendar year commencing.

Life Insurance

The City pays the premium for a \$200,000 group life insurance policy for Department Heads. The City also provides employees an option to purchase additional life insurance at the employee's expense.

Flexible Spending and Voluntary Benefit Plan

The City provides employees an option to enroll in a Section 125 plan at the employee's expense.

Deferred Compensation

EMEA employees are eligible to receive a matched employer contribution for deferred compensation up to \$75.00 per pay period.

SECTION 4

Standard Work Period

The standard workday shall consist of eight (8) hours, and the standard work period shall consist of forty (40) hours worked within five (5) consecutive days. However, alternative work schedules (including telecommuting options) may be implemented based on operational needs, and with the approval from the City Manager.

Such schedules may include compressed or adjusted workweeks, as defined in City policy (e.g., AR 1.17), including, but not limited to, 4/10, 9/80 or 4/9/4 formats.

The implementation of any alternative schedule shall remain subject to operational requirements, legal compliance, and approval procedures. Participation is voluntary and may be modified or discontinued by the City at its discretion. Specific hours and workdays under such schedules are not guaranteed and may vary.

Holidays

I. The following holidays are recognized as municipal holidays for pay purposes and all regular and probationary employees shall have these days off and shall receive eight (8) hours holiday pay per holiday:

- 1) New Year's Day, January 1
- 2) Martin Luther King Day, the third Monday in January
- 3) Washington's Birthday, the third Monday in February
- 4) Memorial Day, the last Monday in May
- 5) Independence Day, July 4
- 6) Labor Day, the first Monday in September
- 7) Veterans Day, November 11
- 8) Thanksgiving Day, the fourth Thursday in November
- 9) The day after Thanksgiving, the fourth Friday in November
- 10) Christmas Eve, December 24
- 11) Christmas Day, December 25
- 12) New Year's Eve, December 31
- 13) Every day appointed by the President of the United States or Governor of California for public feast, Thanksgiving, or holiday and as approved by the City Council.

Employees assigned to an alternative work schedule may utilize management leave or vacation hours to supplement holiday hours.

II. Employees shall be credited with not more than two (2) floating holidays (16 hours total) to be taken no later than December 15th of each calendar year, at the employee's discretion, subject to staffing needs. New employees hired on or after the pay-period

containing July 1st shall only receive one (1) floating holiday (8 hours total) to be taken no later than December 15th at the employee's discretion subject to staffing needs. The floating holiday shall be capped at eight (8) hours each and can be taken in two (2) hour increments. Floating holidays do not roll over from calendar year to the next and has no cash value.

III. When a paid holiday falls on a Saturday, the previous Friday shall be deemed to be the holiday in lieu of the day named. When a holiday falls on Sunday, the following Monday shall be deemed to be the holiday in lieu of the day named.

When Christmas Eve and /or New Year's Eve falls on a Sunday, the following Monday shall be deemed to be the holiday and the Christmas Day and or New Year's Day holiday will be observed on Tuesday.

IV. In the event a paid holiday falls within an employee's vacation period, which would have excused the employee from work and for which no other compensation is made, said holiday shall not be charged as a vacation day.

V. Paid Holiday Closure - City offices (where possible) will be closed Christmas Eve through New Years Day. Nothing shall prevent a Department Head from working on a holiday. If any employee is required to work during this period when their office is closed or is not permitted to have the time off in their department due to the nature of their position, these employees shall note "Exempt OT" on their timesheet to accurately record hours worked.

Vacation

I. Eligibility

Employees shall complete six (6) months continuous service before using accrued vacation leave. Employees shall not work for the City during their vacation.

Employees whose scheduled vacations are interrupted or postponed due to industrial injury shall be rescheduled after such injured employee has returned to duty. No vacation previously scheduled shall be lost due to an employee exceeding the vacation accrual during an industrial injury leave.

II. Accrual

Vacation will be accrued and credited on a bi-weekly basis at the following rates for continuous service performed in pay status:

- 1) From zero (0) through five (5) years:
3.39 hours per bi-weekly pay period, 88 hours annually
- 2) From six (6) through ten (10) years:

4.62 hours per bi-weekly pay period, 120 hours annually

- 3) From eleven (11) through fifteen (15) years:
5.24 hours per bi-weekly pay period, 136 hours annually
- 4) Sixteen (16) through nineteen (19) years
6.16 hours per bi-weekly pay period, 160 hours annually
- 5) Twenty (20) or more years:
6.46 hours per bi-weekly pay period, 168 hours annually

Upon appointment to a Department Head position, the City Manager shall have the discretion to provide vacation accrual based on years of service at another public entity (State, County or City municipality) in a management level position. Verification of years of service, title and job functions will be conducted through the Human Resources office prior to awarding the increased vacation accrual.

III. Limits of Accrual

Such accrual and credit for all employees may not exceed twice the employee's annual rate of accrual.

IV. Buyback

Employees shall be eligible to cash out accrued vacation hours up to an amount equal to the number of vacation hours used during the same calendar year, not to exceed a maximum of one hundred sixty (160) hours per calendar year.

To qualify for the cash-out:

- 1) Employees must have used vacation leave during the calendar year in an amount equal to or greater than the number of hours they wish to cash out;
- 2) The total vacation hours cashed out in a calendar year shall not exceed 160 hours;
- 3) Employees must retain a minimum vacation balance of forty (40) hours after the cash-out is processed.

With the exception of job-protected medical leave (e.g., FMLA/CFRA), employees who are on non-job-protected leave, including but not limited to workers' compensation leave and administrative leave, shall not be eligible to cash out vacation hours during such periods.

V. Compensation at Termination

Employees leaving the municipal service with accrued vacation leave shall be paid the amounts of accrued vacation to the date of termination at the employee's then hourly rate. Employees who terminate employment with the City and who have less than six (6) months of continuous service shall not be compensated for accrued vacation.

Sick Leave

I. Definition/Approved Sick Leave Usage:

- A. Sick leave is an absence from duty which may be granted by the employer to the employee because of an illness, injury, exposure to a contagious disease, preventative care, illness or injury of a member of the employee's immediate family requiring the employee's attendance.
- B. To attend a medical, dental, or optical appointment if such appointment cannot be scheduled outside of the employee's normal work day.
- C. To obtain relief or services related to being a victim of domestic violence, sexual assault, or stalking including the following with appropriate documentation of the need for such services:
 - 1) A temporary restraining order or restraining order;
 - 2) Other injunctive relief to help ensure the health, safety or welfare of the employee or their children;
 - 3) To seek medical attention for injuries caused by domestic violence, sexual assault or stalking;
 - 4) To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault or stalking;
 - 5) To obtain psychological counseling related to an experience of domestic violence, sexual assault or stalking;
 - 6) To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.
- D. An employee's immediate family shall consist of the employee's: Spouse or registered domestic partner, parent (including step parents), child (including step children), brother, sister, father in-law, mother in-law, brother in-law, sister in-law, aunts, uncles, employee's and spouse's grandparents, grandchildren or any person living in the same household as the employee.
- E. An employee may be granted sick leave only in case of actual illness/situation as defined above. In the event that an employee or a member of the employee's immediate family recovers from any such illness after being granted sick leave, and during the regularly scheduled hours of work, then such employee shall notify the appropriate immediate supervisor and be available to return to duty.
- F. Sick leave balances shall be taken in fifteen (15) minute increments.
- G. In order to receive compensation while absent on sick leave, an employee shall provide reasonable advance notice to their supervisor of their need to use sick leave if the need is foreseeable (i.e. doctor's appointment scheduled in advance). If the need for sick leave is unforeseeable, including an illness sustained while at work, the employee shall provide notice of the need for the leave to their supervisor as soon as possible, preferably within 1 hour before the time established as the beginning of the employee's work day. In the event that an

employee is incapacitated because of illness or injury to the point the employee is unable to contact his/her supervisor, the employee's designated representative (i.e. family member) shall notify the supervisor at the earliest possible moment. Failure to do so without good reason shall result in that day of absence being treated as leave of absence without pay or cause the employee to use other available and accrued leave.

- H. If the employee is absent on sick leave for more than 1 day, the employee shall keep the immediate supervisor informed as to the date the employee expects to return to work.
- I. Upon the oral or written request of an employee, the City shall provide paid sick days for the purposes described in previous sections. The City may request a note from a physician after an employee has been absent longer than three consecutive days or shifts or if evidence suggests that an employee is abusing the City's sick leave policy.

To accurately track sick leave for those who meet the requirements under Federal and State laws (Family Medical Leave Act and California Family Rights Act), the City may require a physician's certification for an employee's own serious health condition or to care for an eligible family member (parent, child, spouse, domestic partner or covered service member).

- J. Employees who are on vacation at the time of death of an immediate family member as defined above shall be entitled to substitute bereavement leave for vacation time, consistent with the existing bereavement leave policy. The total period of absence from City employment (vacation and bereavement leave) shall not be extended beyond that time initially approved for vacation, without specific City Manager approval. Unused vacation shall be retained by the affected employee in accordance with the existing vacation policy.
- K. Supervisors shall have the discretion to place employees on sick leave when, in the judgment of the supervisor, the presence of the employee at work would endanger the health and welfare of other employees or where the illness or injury of the employee interferes with the performance of such employee's duties.
- L. The City shall not deny an employee the right to use sick leave, discharge, threaten to discharge, demote, suspend, or in any manner discriminate against an employee for using, or attempting to exercise the right to use sick leave to attend to an illness or the preventative care of a family member, or for any other reason specified in sections above.

II. Sick Leave May Not Be Used For:

- A. An employee serving their initial 90 calendar days of service to the City (unless the employee was rehired within one year of separation, or sustained a work-related injury during their initial 90 days of employment).

- B. Sick leave will not be granted to any employee absent from duty during an authorized leave of absence without pay, or any other absence from duty not authorized the City.
- C. Sick leave shall not be used in lieu of or in addition to vacation, unless leave is requested for an immediate death in the family or as otherwise defined in this policy.
- D. Absences for illness/medical treatments may not be charged to sick leave yet to be accumulated.

III. Accrual, Accumulation and Separation

- A. Regular and probationary employees shall be eligible to accrue sick leave at the rate of 3.69 hours for each bi-weekly pay period.
- B. There is no limit on the amount of sick leave which can be accumulated and carried over from year to year.
- C. Sick leave will be accrued by any employee during the first 90 calendar days of employment. However, only upon the successful completion of 90 days of employment, will the employee be entitled to utilize their accrued sick leave (does not apply to employees rehired within one year of separation).
- D. Employees granted a leave of absence with pay (including military leave or other approved leave with pay) shall accrue sick leave as indicated above.
- E. Sick leave will not be accrued by an employee absent from duty after separation from service or during an authorized leave of absence without pay.
- F. Upon retirement under the Public Employees Retirement System, qualifying employees may apply unused sick leave as provided under Section 20862.8 and 20965 of the Government Code.

VI. Reimbursement/Reinstatement of Unused Sick Leave

- A. Employees leaving the municipal service shall forfeit all accumulated sick leave unless:
 - 1) Upon retirement under the Public Employees Retirement System, qualifying individual applies unused sick leave as provided under Section 20862.8 and 20965 of the Government Code.
 - 2) The individual is re-hired by the City of Hanford within one year from the date of separation. Previously accrued and unused paid sick days shall be reinstated and the employee shall be entitled to use those previously

accrued and unused paid sick days immediately and will accrue additional paid sick hours in accordance to the section above.

3) The employee resumes employment with the City upon release from active military duty, temporary military leave or other approved leave of absence.

V. Abuse of Sick Leave

Abuse of an employee's sick leave is defined as a claim of entitlement to sick leave when the employee does not meet the requirements as defined in Section I. If an employee is found to be abusing or misusing their sick leave time, they will be subject to disciplinary action.

Bereavement Leave

Each employee shall be granted bereavement leave with full pay not to exceed one full work week in the event of death in the employee's family. For the purpose of this section only, the employee's family shall mean the spouse, child, parent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, grandchild or a close relative residing in the household of the employee. Bereavement leave does not count against an employee's sick leave balance. Bereavement leave does not need to be consecutive. There is no limit to the number of times bereavement leave can be taken as long as it is for an employee's family member as described above. Bereavement leave shall be completed within three (3) months of the date of the death of a covered family member. Upon request and within thirty (30) days of the first day of leave, the employee shall provide documentation of the death of a covered family member. Documentation shall include but is not limited to: a death certificate, a published obituary, memorial service announcement or program, etc.

SECTION 5

Peace Officer and Firefighter Bill of Rights

The City agrees to abide by the terms of the Peace Officer Bill of Rights and the Firefighter Bill of Rights, including any amendments thereto.

Legal Defense

The City agrees to provide legal defense for EMEA employees pursuant to Labor Code § 2802.

Reopener for Equity Review

The City of Hanford is open to meeting during the term of the agreement to discuss potential market adjustments. EMEA will be responsible for compiling data to present and support their market adjustment request(s). Upon a reopener, all other provisions and all other sections of the Compensation and Benefit Summary shall remain in full force and effect.

Agreed upon July 15, 2025

For the City:

/s/
Mario Cifuentes
City Manager

/s/
Sarah Cardoza
Human Resources Manager

For EMEA:

/s/
Bradley Albert
Parks and Community Services Director

/s/
Stephanie Huddleston
Police Chief

/s/
Daniel Perkins
Fire Chief

/s/
Frank Senteno
Utilities and Engineering Director

/s/
Russ Sterling
Public Works Director