

**Tentative Agreement  
between  
Contra Costa Community College District (4CD)  
and AFSCME PEU Local 1 Police Officer's Association (POA)**

March 15, 2023

After a series of meetings, 4CD and POA agree as follows:

1. All sworn officers employed by 4CD on or after April 13, 2023, shall have a newly established POA salary schedule and be paid from the new POA Salary Schedule as follows:  
  

|         |           |
|---------|-----------|
| Step 1: | \$83,376  |
| Step 2: | \$86,545  |
| Step 3: | \$89,227  |
| Step 4: | \$92,796  |
| Step 5: | \$100,292 |
  
2. Sworn officers employed by 4CD on April 13, 2023, shall be moved to this newly established salary schedule retroactive to July 1, 2022 (and shall receive retroactive compensation accordingly). No retroactive increase will be applied to overtime, but compensation for overtime shall be paid based on the new salary schedule beginning April 13, 2023.
  
3. In addition, the District shall provide to all sworn officers who have attained the appropriate full or partial fiscal years of continuous service the following longevity allowances above and beyond their regular salaries. The longevity pay allowance shall be based on the employee's step placement and shall exclude shift differential, if any.

The longevity adjustments shall be as follows:

- 4% above regular salary beginning with the 8<sup>th</sup> fiscal year of service;
  - 6.5% above regular salary beginning with the 11<sup>th</sup> fiscal year of service;
  - 9% above regular salary beginning with the 14<sup>th</sup> fiscal year of service;
  - 11.5% above regular salary beginning with the 18<sup>th</sup> fiscal year of service;
  - 15.5% above regular salary beginning with the 23<sup>rd</sup> fiscal year of service; and
  - 18% above regular salary beginning with the 27<sup>th</sup> fiscal year of service.
4. In addition, all sworn officers employed by 4CD on April 15, 2023, shall receive a one-time, off-schedule bonus calculated as 2% of their base salary for 2022-2023 prior to the change in salary schedule and prior to changes to longevity allowances.
  
  5. 4CD and POA agree that their negotiating teams will continue meeting to work out the details of a new contract specific to sworn officers, but until such agreement is reached

through collective bargaining, sworn officers will continue to be covered by the existing Local 1 contract, and all provisions of that contract except for those covered by this agreement (pertaining to salaries and longevity adjustments) will remain in force and will continue to apply to sworn officers. Compensation (including salary and 4CD's contributions to benefits) for sworn officers in 2023-2024 will be considered an automatic reopener for negotiations in spring of 2023.

6. 4CD and POA agree that filling vacancies by attracting, training and retaining well qualified sworn officers is a high priority, and both parties anticipate that full staffing will decrease the need for sworn officers to work overtime. Some savings in overtime have been anticipated in budgeting for the salary changes implemented by this agreement, and both sides agree to review overtime expenses in future years to compare projected/estimated costs and savings with actual costs and savings.

**FOR THE DISTRICT**

*Jeffrey Michels*  
Jeffrey Michels (Apr 15, 2023 12:12 PDT)

Dr. Jeffrey Michels Date  
 Associate Vice Chancellor/  
 Chief Human Resources Officer

*Micaela Ochoa*  
Micaela Ochoa (Apr 16, 2023 20:49 PDT)

Dr. Micaela Ochoa Date  
 Executive Vice Chancellor  
 Administrative Services

**FOR THE POLICE OFFICERS ASSOCIATION**

*Jason Curtis*  
Jason Curtis (Apr 14, 2023 10:35 PDT)

Jason Curtis Date  
 POA Representative

*LaKeesha Johnson*  
LaKeesha Johnson (Apr 14, 2023 16:06 PDT)

LaKeesha Johnson Date  
 AFSCME PEU Local 1 Police Officer's Association (POA)

*Jose Oliveira*  
Jose Oliveira (Apr 14, 2023 15:59 PDT)

Jose Oliveira Date  
 POA Representative

*Manuel Valentin*  
Manuel Valentin (Apr 14, 2023 16:00 PDT)

Manuel Valentin Date  
 POA Representative