BROADMOOR POLICE PROTECTION DISTRICT

POLICE COMMISSION

RESOLUTION NO. 2024/25-05

A RESOLUTION APPROVING A NEW CONTRACT WITH THE BROADMOOR POLICE OFFICERS ASSOCIATION AND A REVISED PAY RATE SCHEDULE EFFECTIVE JULY 1, 2024, AND AWARDING RETROACTIVE PAY

WHEREAS, the Public Employees Retirement Law requires that a contracting agency's governing body approve publicly available pay schedules (as defined in California Code of Regulations, Title 2, Section 570.5) in accordance with public meeting laws; and,

WHEREAS, publicly available pay schedules substantiate base pay rates established under Government Code §7522.34 for use in pension calculations and must convey base salary information for all classifications and titles; and,

WHEREAS, on April 8, 2025, Michael Davis, a member of the District's police department and the duly selected labor representative of the Broadmoor Police Officers Association ("BPOA"), appeared before the Police Commission on behalf of his labor organization and he presented to the Commission a proposal for a new contract, including salary adjustments; and,

WHEREAS, the Police Commission considered and discussed the terms and conditions set out in the proposed written Contract, which include salary adjustments and retroactive pay.

NOW, THEREFORE, IT IS HEREBY RESOLVED THAT:

SECTION 1: The written Contract as proposed and presented by the Broadmoor Police Officers' Association is APPROVED as proposed and presented.

SECTION 2: The pay rates set forth in Exhibit 1A attached hereto shall become operative on July 1, 2024, which shall continue through June 30, 2025. All members of the BPOA shall receive compensation in accordance with the rates set forth in that Exhibit.

SECTION 3: The pay rates set forth in Exhibit 1B attached hereto shall become operative on July 1, 2025, which shall continue until modified or changed by this Commission. All members of the BPOA shall receive compensation in accordance with the rates set forth in that Exhibit.

SECTION 4: On July 1, 2024, retroactive pay increases were caused by the implementation of the pay rates set forth in Exhibit 1A, for the period of July 6, 2024, through February 15, 2025, as set forth in Exhibit 1C attached hereto. That retroactive pay is awarded to all current members of the BOA who were employed by the District for the period of time set forth in Exhibit 1C, which shall be paid to them in accordance with that Exhibit.

DONE IN OPEN SESSION this Eighth Day of April 2025, and signed this Twelfth Day of November 2025.

Ayes:

Noes:

Abstain / Absent:

Attest:

Michael P. Connolly
Interim Chief of Police / District Manager

Hon. Andrea M. Hall, Secretary

FY 2024 - 2025

Broadmoor Police Protection District

Salary Schedule (84hr Pay Period) Effective July 1, 2024 (2.5% Increase)

POSITIONS	HOURLY	BI-WEEKLY	MONTH	YEAR
Sergeant II	57.66	4,843.13	10,493.44	125,921.25
5% Intermediate Cert.	60.54	5,085.28	11,018.11	133,242.31
7.5% Advanced Cert.	61.98	5,206.36	11,280.44	135,365.34
Sergeant I	54.34	4,564.16	9,889.32	118,668.19
5% Intermediate Cert.	57.05	4,792.37	10,383.47	124,601.59
7.5% Advanced Cert.	58.41	4,906.47	10,630.70	127,568.30
Corporal	54.01	4,536.61	9,829.32	117,951.83
5% Intermediate Cert.	56.70	4,763.44	10,320.79	123,849.43
7.5% Advanced Cert.	57.95	4,876.86	10,556.52	126,798.22
Officer IV	51.43	4,320.50	9,361.08	112,332.95
5% Intermediate Cert.	54.01	4,536.53	9,829.14	117,949.60
7.5% Advanced Cert.	55.29	4,644.53	10,063.16	120,757.92
Officer III	48.62	4,083.72	8,848.07	106,176.80
5% Intermediate Cert.	51.05	4,287.91	9,290.47	111,485.64
7.5% Advanced Cert.	52.26	4,390.00	9,511.67	114,140.05
Officer II	46.00	3,864.17	8,372.36	100,468.37
5% Intermediate Cert.	48.30	4,057.38	8,790.98	105,491.79
7.5% Advanced Cert.	49.46	4,153.98	9,000.29	108,003.49
Officer I	42.75	3,591.23	7,781.00	93,372.01
5% Intermediate Cert.	44.90	3,770.79	8,170.05	98,040.60
7.5% Advanced Cert.	45.96	3,860.57	8,364.57	100,374.91

EXHIBIT "1A"

FY 2025 - 2026

Broadmoor Police Protection District

Salary Schedule (84hr Pay Period) Effective July 1, 2025 (2.5% Increase)

POSITIONS	HOURLY	BI-WEEKLY	MONTH	YEAR
Sergeant II	59.06	4,961.25	10,749.38	128,992.50
5% Intermediate Cert.	62.01	5,209.31	11,286.85	136,492.13
7.5% Advanced Cert.	63.49	5,333.35	11,555.58	138,666.94
Sergeant I	55.66	4,675.48	10,130.20	121,562.53
5% Intermediate Cert.	58.44	4,909.25	10,636.72	127.640.66
7.5% Advanced Cert.	59.84	5,026.14	10,889.98	130,679,72
Corporal	55.32	4,647.26	10,069.06	120,828.71
5% Intermediate Cert.	58.09	4,879.62	10,572.51	126,870.15
7.5% Advanced Cert.	59.37	4,995.81	10,824.24	129,890.86
Officer IV	55.32	4,647.26	10,069.06	120,828.71
5% Intermediate Cert.	58.09	4,879.62	10,572.51	126,870.15
7.5% Advanced Cert.	59.37	4,995.81	10,824.24	129,890.86
Officer III	52.69	4,425.88	9,589.40	115,072.78
5% Intermediate Cert.	55.32	4,647.17	10,068.87	120,826.42
7.5% Advanced Cert.	56.64	4,757.81	10,308.61	123,703.23
Officer II	47.12	3,958.42	8,576.57	102,918.82
5% Intermediate Cert.	49.48	4,156.34	9,005.40	108,064.76
7.5% Advanced Cert.	50.66	4,255.29	9,219.81	110,637.72
Officer I	43.80	3,678.82	7,970.78	95,649.37
5% Intermediate Cert.	45.99	3,862.76	8,369.32	100,431.84
7.5% Advanced Cert.	47.08	3,954.73	8,568.59	102,823.08

EXHIBIT "1B"

Broadmoor Police Protection District

MOU Increase @ 2.5% (Safety) and 2% (Admin)

Effective 7/1/24

Arrears Payment Calculation for PPE 7/6/24 thru 2/15/25

Employee Name	Regular	OT	Special Duty	Total All
Employee - A	$ 451.14	$ 66.95	$ -	$ 518.08
Employee - B	$ 108.00	$ -	$ -	$ 108.00
Employee - C	$ 241.92	$ 18.77	$ -	$ 260.69
Employee - D	$ 2,043.48	$ 483.92	$ 255.00	$ 2,782.40
Employee - E	$ 505.42	-	-	$ 505.42
Employee - F	N/A	N/A	N/A	-
Employee - G	$ 1,971.07	$ 259.13	-	$ 2,230.20
Employee - H	$ 242.70	-	-	$ 242.70
Employee - I	$ 565.88	-	-	$ 565.88
Employee - J	$ 996.00	-	-	$ 996.00
Employee - K	$ 68.77	-	-	$ 68.77
Employee - L	$ 1,909.48	$ 346.90	$ 255.00	$ 2,511.38
Employee - M	$ 1,588.75	$ 67.32	-	$ 1,656.07
TOTAL	**$ 10,692.60**	**$ 1,242.99**	**$ 510.00**	**$ 12,445.59**

EXHIBIT "1C"