



Memorandum of Understanding

Public Safety Unit Members

Intent

It is understood that the unit members who are in the transitional positions and don't transition can retain those positions for the entire period of service with the District.

As contained in law, unit members who are not successful in promoting to a higher level position have the right to retreat to their previous assignment.

It's the understanding of the District that job classifications mentioned in this MOU are subject to existing practice for indemnification for work done within the scope of employment.

It is the intent of the District and CSEA 262 to initiate a status change for those currently performing duties of a dispatcher into the job classification of Dispatcher I or II.

It is the intent of the District and CSEA 262 to initiate a status change for those currently performing duties of a Parking Officer into the job classification of Campus Safety Officer.

It is in the intent of the District to sponsor (retain the paid position at the college during the training; all direct costs of the academy are covered; the right to return to their position when training is completed; the training does not guarantee appointment to Police Officer) qualified candidates to complete the POST academy training for Police Officer.

1. Organization of the Public Safety Department

It is the intention of the District, upon ratification of this agreement, to reorganize the Public Safety Department to become the Campus Police Department. Classified staff positions in the Campus Police Department will be organized utilizing the following non-administrative job titles:

- A. Police Officer
- B. Community Services Officer
- C. Dispatcher I

D. Dispatcher II

E. Public Safety Officer I (see section 3)

F. Public Safety Officer II (see section 3)

2. Job Descriptions

Job descriptions for Police Officer and Dispatcher will be compliant with the requirements of the peace officer standard training (POST) requirements.

3. Transition of Public Safety Officers

A. The District commits to retaining all unit members employed in the Public Safety Department at the time this agreement is ratified, including no loss of pay or benefits.

B. The District retains the right to determine the number of Police Officer positions to be established.

C. The position of Public Safety Officer II will be established with a job description based on Penal Code 832 Laws of Arrest; Firearms Certificates; fingerprint and criminal history check of local, state, and national files; background investigation to ensure good moral character [per GC§1031(e)]; and psychological suitability examinations [per GC§1031(f)], except medical exam. If an existing Public Safety Officer does not pass the background examination, they may request reconsideration by the Vice President, Administrative Services or the College President. The District will provide training and related services for all existing Public Safety Officers desirous of reclassification to this position no later than six months after the adoption of the job descriptions. Upon meeting the minimum qualifications for the Public Safety Officer II classification, existing Public Safety Officers shall be reclassified to Public Safety Officer II. Assignment of duties will be in accord with established Board Policy and Administrative Procedure. Following establishment of this position, no new unit members will be hired into the Public Safety Officer I job classification.

D. All Public Safety Officers employed at the time this agreement is ratified shall be offered the opportunity to apply on a voluntary basis for the positions of Police Officer.

E. Those expressing a desire to apply for Police Officer shall meet all eligibility requirements established by POST:

- Fingerprint and criminal history check of local, state, and national files

- Background investigation to ensure good moral character [per GC§1031(e)]
- Medical and psychological suitability examinations [per GC§1031(f)]

F. The District will provide the opportunity for Public Safety Officers meeting the above requirements the training necessary to qualify for the positions of Police Officer. Subsequent to successful completion of the required training and certification, individuals will be guaranteed an interview for open positions of Police Officer.

4. Training to Maintain and Advance Employment

- A. The District will provide all training required to maintain employment of officers and Dispatchers in the Campus Police Department.
- B. The District will provide opportunities for current officers to acquire training and experience necessary to advance to promotional positions in the department.

ACCEPTED AND AGREED TO:

FOR THE DISTRICT

Bill Scroggins
Bill Scroggins

Date

11/18/16

FOR CSEA 262

Bill Rawlings
Bill Rawlings

Date

11-18-16

CSEA LABOR RELATIONS REPRESENTATIVE

Andy Ritchie
Andy Ritchie

Date

11-22-2016