Memorandum of Understanding and Agreement

By and Between

State Center Community College District
And

Peace Officers’ Association Bargaining Unit

Support During COVID-19 Pandemic

This non-precedent setting Memorandum of Understanding and Agreement (“MOU”) is entered into by and between the State Center Community College District (hereinafter referred to as “District” or “Employer”) and the Peace Officers’ Association Bargaining Unit (hereinafter referred to as “Exclusive Representative” or “POA”).

POA enters into this MOU as the Exclusive Representative for the bargaining unit for peace officers.

The parties recognize that POA unit members have played a vital role in ensuring safe onsite working and learning environments for our employees and students during the COVID-19 pandemic to ensure continuous operations. Therefore, the parties agree as follows:

1. Unit members who on March 1, 2022 have been employed with the District for at least six (6) consecutive months, but less than twelve (12) consecutive months, and are still employed on the date this MOU is signed, will receive a one-time payment in the amount of $500 in consideration for their support during the COVID-19 pandemic.

2. Unit members who on March 1, 2022 have been employed with the District for at least twelve (12) consecutive months, but less than eighteen (18) consecutive months, and are still employed on the date this MOU is signed, will receive a one-time payment in the amount of $650 in consideration for their support during the pandemic.

3. Unit members who on March 1, 2022 have been employed with the District for at least eighteen (18) consecutive months, but less than twenty-four (24) consecutive months, and are still employed on the date this MOU is signed, will receive a one-time payment in the amount of $800 for their support during the pandemic.

4. Unit members who on March 1, 2022 have been employed with the District for at least twenty-four (24) consecutive months, and are still employed on the date this MOU is signed, will receive a one-time payment in the amount of $1,000 for their support during the pandemic.

5. This one-time payment will be included with the payment of unit members’ regular earnings for the month of May 2022.

The parties agree that the terms of this MOU are non-precedential and will not constitute a waiver of any rights not specifically addressed in this agreement.

By affixing their signatures to this MOU, the parties acknowledge that the matters set forth are agreed. The signatories signify they are the authorized representatives of the parties to this MOU and that all actions necessary for the parties to ratify and accept this MOU as a binding and bilateral agreement will be completed in the manner required by each party or by the law.
This Agreement is made this 20 day of March in the year 2022, in the City of Fresno, County of Fresno, State of California.

State Center Community College District
Julianna D. Mosier, Vice Chancellor, HR

Peace Officers’ Association Bargaining Unit
Robert Kifer, POA President