

GARDEN GROVE CITY COUNCIL

RESOLUTION NO. 10009-26

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE, CALIFORNIA ESTABLISHING BENEFITS FOR THE POLICE RECRUIT CLASSIFICATION

WHEREAS, Chapter 2.44 of the Garden Grove Municipal Code provides that the City Council shall by resolution: (a) establish salary rates and the allocation of classes thereto; and (2) set forth the classification of positions in the various City departments; and

WHEREAS, the City has the classification of Police Recruit allocated as an unrepresented, part-time classification;

WHEREAS, the City employs non-sworn Police Recruits who attend a Peace Officer Standards and Training (P.O.S.T.) certified police academy on a full-time hourly basis in preparation for appointment as sworn Police Officers; and

WHEREAS, the City has an ongoing need to attract and recruit highly qualified candidates to support the staffing needs of the Garden Grove Police Department; and

WHEREAS, the City has determined to reallocate the Police Recruit classification from a part-time to a full-time classification and provide Police Recruits with full-time employment in order to remain competitive and enhance recruitment efforts; and

WHEREAS, City Council adopted Resolution 10002-26 to amend the Publicly Available Citywide Salary Schedule to include Police Recruit; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Garden Grove does establish the following:

SECTION 1: CLASSIFICATION

For purposes of this Resolution, the covered classification is identified as follows:

<u>Classification</u>	<u>Salary Range</u>	Police Recruit	O606
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SECTION 2: WAGES

a. Pay

The monthly, bi-weekly, and hourly rates for Police Recruit are listed in the Publicly Available Citywide Pay Schedule approved by City Council.

SECTION 3: RETIREMENT PLAN

The City of Garden Grove has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees.

a. Retirement Formula

(1) Classic Members - Employees Subject to the 2.5% @ 55 formula:

Unit members who are miscellaneous "classic members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) are covered by the 2.5% @ 55 formula provided by the Public Employee's Retirement Law at Government Code section 21354.4. This formula applies to "classic members" defined as any member hired before December 31, 2012 as well as any member hired after January 1, 2013 who is a lateral hire from another PERS agency or a member who has had less than a six month break in service from his/her previous public agency employment.

(2) New Members - Employees Subject to the 2% @ 62 formula:

Unit members hired on or after January 1, 2013 who are defined as miscellaneous "new members" under PEPRA, are covered by the 2% @ 62 formula (Government Code section 7522.20).

b. Employee Contributions to the Retirement System

(1) Employees subject to the 2.5% @ 55 formula:

These employees shall contribute eight percent (8%) as an employee retirement contribution.

(2) Employees subject to the 2% @ 62 formula:

Per the PEPRA and Government Code 20516.5, these employees shall contribute the statutorily mandated employee contribution rate as determined by CalPERS for the City. The City will receive the normal cost rate from CalPERS in its annual valuation report which will also include the rate (which is in quarter of a percent increments) at which new members will be charged for their employee/member contribution.

- c. The City has adopted the CalPERS resolution in accordance with and as permitted by IRS Code section 414(h)(2) to ensure that the employees' payment (i.e., "pick-up" as that term is used in section 414(h)(2) of their employee contribution is made on a pre-tax basis.

SECTION 4: FRINGE BENEFITS

A. Health Insurance

Members are eligible to receive a Fringe Benefit City Contribution amount that is consistent with the "Employee only" contribution amount for that calendar year provided in Garden Grove Police Association (GGPOA) MOU. The cash amount for waiver of coverage is zero. The City provides the required minimum employer contribution amount established under the Public Employees' Medical and Hospital Care Act (PEMHCA) toward a medical plan.

B. Sick Leave

Members are eligible to accrue sick leave in accordance with the California Paid Sick Leave law. The annual sick leave entitlement shall be administered in accordance with the requirements of state law.

C. Holidays

Members are not eligible for holiday pay.

D. Vacation

Members shall not accrue vacation benefits.

E. On-The-Job Injury Leave

City will pay up to three (3) months full salary if employee has a job-related injury that causes total disability from performing regular duties.

F. Miscellaneous

Members are not eligible for other leave or monetary value benefits that are not specifically defined within this Resolution, unless provided by law.

SECTION 5: AT-WILL EMPLOYMENT

Employees in the Police Recruit classification are at-will and unrepresented.

The disciplinary procedures in the Garden Grove Police Association MOU, including any rights stemming from the Police Officer Bill of rights, do not apply to Police Recruits.

SECTION 6: UNIFORM ALLOWANCE

A. Uniforms

- a. The City provides uniforms for the purpose of safety and identification. All employees who are required to wear uniforms issued by the City must wear the complete uniform as directed by the City during working hours. A clean uniform shall be worn each work day maintaining a neat appearance to the extent possible. City emblems shall not be removed nor shall uniforms be worn during off-duty hours. Uniforms, or other approved attire, shall remain consistent with the department's standard and guidelines.
- b. The cost of uniforms shall not constitute compensation for purposes of the regular rate calculations under the Fair Labor Standards Act. This policy shall remain in effect unless a change is dictated by applicable law.
- c. The City shall report to CalPERS the monetary value of uniforms and uniform maintenance for "Classic" employees required to wear uniforms. The monetary value of the Police Recruit classification shall be listed in Exhibit A. This applies only to "Classic" members, not to new members per Title 2 California Code of Regulations section 571(a)(5) as defined by the Public Employees' Pension Reform Act of 2013.
- d. Uniform allowance is defined as compensation paid or the monetary value for the purchase, rental and/or maintenance of required clothing, including clothing made from specially designed protective fabrics, which is a ready substitute for personal attire the employee would otherwise have to acquire and maintain.

SECTION 7: POLICE OFFICER EMPLOYMENT

Upon successful completion of the Police Academy, a Police Recruit will be appointed to the classification of Police Officer and be subject to the Garden Grove Police Officer Association MOU and an eighteen-month probationary period, effective the date after graduation.

SECTION 8: EFFECTIVE DATE

Unless otherwise specified, this Resolution shall be effective August 25, 2026.

The provisions in this resolution supersedes other resolutions that may be in conflict herewith as it pertains to Police Recruit. Any provisions provided within this Resolution are not retroactive.

Adopted this 22nd day of September 2026.

ATTEST:

/s/ STEPHANIE KLOPFENSTEIN
MAYOR

/s/ LIZABETH VASQUEZ, CMC
CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS:
CITY OF GARDEN GROVE)

I, LIZABETH VASQUEZ, City Clerk of the City of Garden Grove, do hereby certify that the foregoing Resolution was duly adopted by the City Council of the City of Garden Grove, California, at a meeting held on September 22, 2026, by the following vote:

AYES:	COUNCIL MEMBERS:	(7)	NGUYEN, TRAN, DOVINH, MUÑETON, ARESTEGUI, BRIETIGAM, KLOPFENSTEIN
NOES:	COUNCIL MEMBERS:	(0)	NONE
ABSENT:	COUNCIL MEMBERS:	(0)	NONE

/s/ LIZABETH VASQUEZ, CMC
CITY CLERK

EXHIBIT A

UNIFORM ALLOWANCE

TITLE	REPORTED TO PERS EACH PAY PERIOD
Police Recruit	\$ 22.14