MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION

June 3, 2025

This Memorandum of Understanding ("MOU") is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ("District") and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION ("Association"), collectively, "the parties."

For the 2025-2026 health and welfare benefit plan year (October 1, 2025 – September 30, 2026), the health and welfare benefits for eligible unit members shall be as follows:

a. **Medical Plans Offered to Include a Choice of Seven (7) Medical Plans:**
   - Anthem Blue Cross Full Network Classic HMO (No Additional Cost Option)
   - Anthem Blue PPO Gold (No Additional Cost Option)
   - Anthem Blue Cross Full Network CA Care HMO (*+106.80)
   - Anthem Blue PPO Low (*+$336.00)
   - Anthem Blue PPO (*+$600.00)
   - Kaiser Low HMO $30 Co-Pay (*+$232.80)
   - Kaiser High HMO $15 Co-Pay (*+$265.20)

b. **Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**
   - DeltaCare USA HMO (No Additional Cost Option)
   - Delta Dental PPO (*+$61.99)

c. **Vision Plan Offered**:
   - EyeMed (No Additional Cost)

d. **Chiropractic**:
   - Anthem Blue Cross (Cost Dependent on Chosen Plan)
   - Kaiser (Cost Dependent on Chosen Plan)

e. **Basic Life, Voluntary Life & Accidental Death, and Dismemberment (AD&D):**
   - Prudential Basic Life and Basic AD&D (No Additional Cost Option)
   - Prudential Voluntary Life and Voluntary AD&D (*Additional Cost Option)

f. **Employee Assistance Program (EAP):**
   - Anthem Blue Cross through SISC (No Additional Cost)

*All unit members' contributions are deducted on a 10thly basis.

This Agreement is made and entered into this 3rd day of June 2025.

For the District

Date: 06/03/25

Kristina Hannon, Vice-Chancellor, Human Resources, Payroll, Police Services and Health and Safety Administration

For the Association

Date: 060325

James Quigley, President, Police Officers Association

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION

April 18, 2025

Terms and Conditions: This Memorandum of Understanding ("MOU") is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ("District") and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION, ("Association"), collectively, "the Parties."

The Parties agree to approve the interim Out-of-Class assignment for Edwin Carbajal, College Police Officer to the Police Sergeant, District, under the following stipulations:

1. The length of the assignment will be March 24, 2025, through June 30, 2025, or until a decision is made by the Employee or management to end the assignment.

2. The Employee will be compensated from the Management Salary Schedule at Range 16, Step A. The POA Collective Bargaining Agreement has predetermined the salary range and step referenced in this MOU.

3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with POA; however, the Employee will be ineligible to receive the following special compensation: corporal premium.

4. If the Employee, while performing the Out-of-Class assignment, signs up for a holiday overtime shift via 'Overtime Sign-up Sheet' based on their College Police Officer seniority, the Employee shall receive compensation at the College Police Officer regular rate of pay, plus two (2) times their regular rate of pay for their hours worked or earn compensatory time off (see section 12.2 of the SBCCDPOA collective bargaining agreement).

5. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Police Sergeant or be evaluated during this Out-of-Class service.

6. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the College Police Officer.

7. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the College Police Officer will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.

8. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Edwin Carbajal.

This Agreement is made and entered into on the 18th day of April 2025.

For the District

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources, Payroll, Police Services and Health and Safety Administration

For POA

James Quigley, President Police Officers Association

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION

April 18, 2025

Terms and Conditions: This Memorandum of Understanding ("MOU") is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ("District") and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION, ("Association"), collectively, "the Parties."

The Parties agree to approve the interim Out-of-Class assignment for Angelica Arechavaleta-Gomez, College Police Officer to the Police Sergeant, District, under the following stipulations:

1. The length of the assignment will be March 24, 2025, through June 30, 2025, or until a decision is made by the Employee or management to end the assignment.

2. The Employee will be compensated from the Management Salary Schedule at Range 16, Step A. The salary range and step referenced in this MOU have been predetermined by the POA Collective Bargaining Agreement.

3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with POA; however, the Employee will be ineligible to receive the following special compensation: corporal premium.

4. If the Employee, while performing the Out-of-Class assignment, signs up for a holiday overtime shift via 'Overtime Sign-up Sheet' based on their College Police Officer seniority, the Employee shall receive compensation at the College Police Officer regular rate of pay, plus two (2) times their regular rate of pay for their hours worked or earn compensatory time off (see section 12.2 of the SBCCDPOA collective bargaining agreement).

5. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Police Sergeant or be evaluated during this Out-of-Class service.

6. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the College Police Officer.

7. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the College Police Officer will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.

8. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Angelica Arechavaleta-Gomez.

This Agreement is made and entered into on the 18th day of April 2025.

For the District

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources, Payroll, Police Services and Health and Safety Administration

For POA

James Quigley, President Police Officers Association

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION

September 18, 2024

Terms and Conditions: This Memorandum of Understanding ("MOU") is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ("District") and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION, ("Association"), collectively, "the Parties."

The Parties agree to approve the interim Out-of-Class assignment for Angelica Arechavaleta-Gomez, College Police Officer to the Police Sergeant, District, under the following stipulations:

1. The length of the assignment will be September 23, 2024, through March 23, 2025, or until a decision is made by the Employee or management to end the assignment.

2. The Employee will be compensated from the Management Salary Schedule at Range 16, Step A. The salary range and step referenced in this MOU have been predetermined by the POA Collective Bargaining Agreement.

3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with POA.

4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Police Sergeant or be evaluated during this Out-of-Class service.

5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the College Police Officer.

6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the College Police Officer will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.

7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Angelica Arechavaleta-Gomez.

This Agreement is made and entered into on the 18th day of September, 2024.

For the District

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll & Police Services

For POA

James Quigley, Interim President, Police Officers Association

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION

September 18, 2024

Terms and Conditions: This Memorandum of Understanding ("MOU") is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ("District") and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION, ("Association"), collectively, "the Parties".

The Parties agree to approve the interim Out-of-Class assignment for Edwin Carbajal, College Police Officer to the Police Sergeant, District, under the following stipulations:

1. The length of the assignment will be September 23, 2024, through March 23, 2025, or until a decision is made by the Employee or management to end the assignment.

2. The Employee will be compensated from the Management Salary Schedule at Range 16, Step A. The salary range and step referenced in this MOU have been predetermined by the POA Collective Bargaining Agreement.

3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with POA.

4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Police Sergeant or be evaluated during this Out-of-Class service.

5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the College Police Officer.

6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the College Police Officer will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.

7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Edwin Carbajal.

This Agreement is made and entered into on the 18th day of September, 2024.

For the District

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll & Police Services

For POA

James Quigley, Interim President, Police Officers Association