

**Proposal  
To  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76  
from  
GLENDALE COMMUNITY COLLEGE DISTRICT  
November 5, 2025**

**ARTICLE XVI – POLICE PEACE OFFICERS**

**SECTION 1. District Provided Equipment** - The District shall provide each newly hired police peace officer with an appropriate firearms, a Sam Brown belt and all required public safety equipment. An appropriate firearm shall not be purchased for any part-time police peace officer who is employed elsewhere as a law enforcement officer. Emergency tactical equipment shall be provided to all police peace officers by the District, and remain District property.

**SECTION 2. District Provided Uniforms** – The District shall provide each newly hired police peace officer and Police Communications and Record Specialist with two (2) complete sets of winter and summer uniforms.

**Ongoing Uniform Costs** - Each full-time police peace officer is eligible for a maximum of two one thousand five hundred dollars (\$2,000) (\$1,500) each fiscal year to cover cleaning, replacement and additional uniforms, including shoes and boots. Police Communications and Records Specialists and part time police peace officers are eligible for up to one thousand seven hundred fifty dollars (\$1,000) (\$750) each year annually. The uniform allowance will be disbursed via check to eligible personnel. Checks will be made payable to the individual personnel and delivered through the designated distribution process. The uniform allowance will be issued on an annual basis, with payments occurring in July of each year. This annual payment will ensure that eligible personnel receive their uniform allowance in a timely manner to support their purchasing needs for the upcoming year. Should any changes to the payment process or schedule arise, eligible personnel will be notified accordingly.

The police peace officer may purchase the above mentioned these items and services using a District purchase order through approved District vendors or may purchase these items on their own and submit receipts for reimbursement.

**Responsibilities:** All police personnel are required to maintain a professional uniform appearance in accordance with department

standards. To ensure compliance, uniform inspections will be conducted at least biannually. These inspections will be carried out by the Chief of Police or their designee, who will assess the condition and appropriateness of uniforms worn by personnel. The District has sole discretion in the determination as to whether a peace officer's professional uniform appearance meets the department's standards. A peace officer's failure to be in compliance with uniform requirements shall be grounds for appropriate responsive corrective action, which may include discipline issued in accordance with the terms of this agreement.

**SECTION 3. Police Officers Bill of Rights** - A copy of the "Public Safety Officers Procedural Bill of Rights" shall be given to each officer, and every new officer upon employment. (See [Government Code §§3300-3313](#)).

**SECTION 4. Safety Equipment** - Safety equipment shall be replaced by the District at the end of the equipment's life expectancy.

**SECTION 5. Retirement for Police Peace Officers**

- A. All sworn peace officers whose positions are in the bargaining unit shall be eligible to receive the benefits enumerated in the Collective Bargaining Agreement, Article 24, Section 1, beginning at age 50.
- B. All Classic police peace officers hired before January 1, 2013 shall be enrolled in the Classic CALPERS plan, (3%) at age fifty (50) plan.
- C. All Public Employees' Pension Reform Act (PEPRA) police peace officers hired on or after January 1, 2013 shall be enrolled in the CALPERS, PEPRA Public Employees' Pension Reform Act plan, (2.7%) at age fifty-seven a(57) plan.

**SECTION 6. ~~Service Commitment~~**— ~~A bargaining unit employee that is hired into the classification of Police Trainee or Police Officer after January 1, 2005 must sign a letter of commitment indicating that they shall work for the District no less than five (5) years.~~

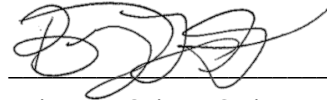
- ~~A. A bargaining unit employee that chooses not to fulfill the five (5) year service commitment shall be required to pay for the costs incurred by the District to provide their training and equipment during the police academy and while in the police department's Field Training Program.~~
  - ~~1. The cost of the police academy training shall be determined by the billing statement issued from the approved academy.~~
  - ~~2. The cost of the Field Training Program shall be~~

determined by calculating the training officers' hourly pay rate at Step 1 on the Classified Salary Schedule for a period not to exceed twelve (12) weeks and shall only reflect actual hours of training.

3. The cost of equipment shall be determined by the invoices for all equipment, books and training materials provided by the District to the bargaining unit employee while in the police academy. This shall exclude costs of all weapons, body armor and equipment or supplies that may not be legally possessed by civilians.

4. Upon full payment for all training and equipment expenses, the bargaining unit employee shall receive all equipment or material for which they have paid and a letter releasing them of any commitment.

Irina Shumakova 12/03/2025  
Irina Shumakova (Dec 3, 2025 16:54:07 PST)  
Irina Shumakova, Chief Negotiator  
CSEA and its Chapter #76

  
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Brittany Grice, Chief Negotiator  
Glendale Community College

Luis Rivas 12/04/2025  
Luis Rivas (Dec 4, 2025 13:12:20 PST)  
Luis Rivas, CSEA Labor Relations Representative