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**Tentative Agreement between AFSCME Local 1 Police Officer’s Association (“L1 POA”) and  
Contra Costa Community College District (“4CD” or “District”)  
01-22-26**

**1. Compensation**

All sworn officers who are active employees on December 3, 2025, will receive a 2% off-schedule “bonus” to be calculated as 2% of annual base salary for 2025-2026.

**2. Paid Holidays and Holiday Pay**

9.9.3 It is agreed by the parties that there shall be **5 days (40 hours)** additional Board-granted local classified holidays each fiscal year of this contract that will be granted during the holiday recess period for all police officers.

**9.9.3.1 Sworn officers shall be compensated for the hours worked on those holidays, even if the total exceeds 40 hours.**

9.9.1 Employees in the bargaining unit shall be entitled to the following holidays with pay providing the employee is in a paid status the immediate workday before or the immediate workday following such holiday:

- New Year’s Day
- Martin Luther King’s Birthday
- Lincoln’s Birthday
- Washington’s Birthday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous People’s Day **or Native American Day**
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Day before Christmas
- Christmas Day
- December 31



**9.9.1.1 Each year, the academic calendar will indicate which holiday (Indigenous People's Day or Native American Day) will be observed.**

### 3. Professional Development for Police Officers

L1 POA and 4CD agree to implement a pilot program to increase professional-development opportunities for sworn officers. The program will extend from 1/18/2026 to 6/30/2027 unless extended by mutual agreement. The details of the PD Program are as follows:

1. The District will allocate \$25,000 for the duration of the program.
2. Any sworn officer may apply for financial support to attend a training or POST-certified class through this program so long as there is money available in the fund.
3. Applicants must submit a completed application form indicating the cost of the training, the timeline, the ways in which the training will contribute to the officer's professional growth and the department's needs and/or priorities, and deliverables (such as plans to offer training to other officers after attending an approved activity), and noting any previous trainings that were funded for the officer under this program.
4. Costs for activities supported through this program will include any overtime expenses necessary to backfill for officers who miss scheduled assignments to participate in PD activities.
5. Applications will be reviewed and must be approved by the appropriate lieutenant.
6. In the event that an application is denied, the officer may appeal to the Appeals Committee (made up of the Chief of Police, a Lieutenant other than the one that denied the initial application, and two representatives appointed by the POA). If the Appeals Committee cannot reach consensus, the Chief will make the final decision (not subject to grievance).
7. Any unspent money in this fund will roll over for future use to support professional development for sworn officers.
8. This agreement will automatically reopen for negotiations in spring of 2027.

### 4. Educational Stipends

11.10.2 Educational Stipend: The District will provide an educational stipend as listed in Appendix D-1C (\$101 per month per year for 2025-2026) for those employees who possess an earned college degree in excess of the educational level required in the minimum requirements in the adopted classification specification for their regularly assigned classification. In order to be eligible for this stipend, the employee must possess at least an earned BA/BS from an accredited college or university. **Beginning July 1, 2025, sworn officers who do not possess an earned college degree but who have earned a POST certificate at the intermediate level or higher also qualify for this stipend.**

## 5. Equipment

20.6.2 Annual Replacements: One (1) **or more** pair(s) of work boots annually, up to **two hundred and fifty dollars (\$250) three hundred (\$300)** per **year pair**; two (2) uniforms (short or long sleeve shirt and trousers of employee choice of style). **Insoles purchased at the same time as boots may also be reimbursed as part of the total \$300 available.**

## 6. Duration

Article 23

23.1 LENGTH OF AGREEMENT: ~~2023-2024; 2024-2025; 2025-2026.~~ **2026-2027; 2027-2028; 2028-2029.**

23.3 REOPENERS: The contract is subject to reopeners as follows: each party may designate one article each year to be reopened (or more by mutual agreement). In addition, negotiations on total compensation (salary and the District's contribution to benefits) will reopen automatically each year. **Article 17.5.1.1 will automatically reopen in spring 2026. The POA PD Pilot Program will automatically reopen in spring 2027.**

### FOR THE DISTRICT:

Jeffrey Michels  
Jeffrey Michels (Mar 6, 2026 09:45:12 PST)

Jeffrey Michels  
Associate Vice Chancellor  
Chief Human Resources Officer

Micaela Ochoa  
Micaela Ochoa (Feb 26, 2026 11:46:28 PST)

Micaela Ochoa  
Executive Vice Chancellor  
Administrative Services

### FOR THE POLICE OFFICER'S ASSOCIATION

Jason Curtis  
Jason Curtis (Feb 23, 2026 08:39:17 PST)

Jason Curtis  
L1 POA President

LaKeesha Johnson

LaKeesha Johnson  
AFSCME PEU L1 POA