



CITY OF MENIFEE
AUTHORIZED POSITIONS and COMPENSATION
FISCAL YEAR 2024-2025

| Department | Title Classification | Group | FTE | Annual Salary Ranges | | | |
|------------------------------|--|----------|---------|----------------------|------------|------|--------------|
| | | | | Step | From | Step | To |
| Council | Council Member ¹ | Elec | Elected | n/a | | n/a | \$ 22,800.00 |
| Council | Council Member ¹ | Elec | Elected | n/a | | n/a | \$ 22,800.00 |
| Council | Council Member ¹ | Elec | Elected | n/a | | n/a | \$ 22,800.00 |
| Council | Council Member ¹ | Elec | Elected | n/a | | n/a | \$ 22,800.00 |
| Council | Mayor ¹ | Elec | Elected | n/a | | n/a | \$ 24,000.00 |
| City Executive Office | | | | | | | |
| City Executive Office | City Manager ² | Contract | 1.0 | n/a | - | n/a | \$ 322,358 |
| City Executive Office | Assistant City Manager | Contract | 1.0 | 625 | \$ 206,612 | 675 | \$ 265,130 |
| City Executive Office | Deputy City Manager | Contract | 1.0 | 615 | \$ 196,560 | 665 | \$ 252,231 |
| City Executive Office | Assistant to the City Manager | Conf | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| City Executive Office | Management Analyst | Conf | 1.0 | 443 | \$ 83,355 | 493 | \$ 106,963 |
| City Executive Office | Executive Assistant | Conf | 1.0 | 387 | \$ 63,042 | 437 | \$ 80,898 |
| Communications | | | | | | | |
| Communications | Public Information & Legislative Affairs Officer | Conf | 1.0 | 535 | \$ 131,889 | 585 | \$ 169,244 |
| Communications | Media & Production Coordinator | Gen | 1.0 | 432 | \$ 78,905 | 482 | \$ 101,253 |
| Communications | Public Information Specialist | Gen | 1.0 | 405 | \$ 68,964 | 455 | \$ 88,496 |
| Communications | Media Specialist | Gen | 1.0 | 405 | \$ 68,964 | 455 | \$ 88,496 |
| City Clerk | | | | | | | |
| City Clerk | City Clerk | Contract | 1.0 | 579 | \$ 164,254 | 629 | \$ 210,775 |
| City Clerk | Assistant City Clerk | Prof | 1.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| City Clerk | Management Analyst | Prof | 1.0 | 443 | \$ 83,355 | 493 | \$ 106,963 |
| City Clerk | Administrative Assistant | Gen | 1.0 | 367 | \$ 57,057 | 417 | \$ 73,217 |
| City Clerk | Records Technician | Gen | 1.0 | 347 | \$ 51,640 | 397 | \$ 66,266 |
| City Clerk | Receptionist | Gen | 1.0 | 284 | \$ 37,716 | 334 | \$ 48,398 |
| Code Enforcement | | | | | | | |
| Code Enforcement | Code Enforcement Supervisor | Prof | 1.0 | 449 | \$ 85,887 | 499 | \$ 110,213 |
| Code Enforcement | Senior Code Enforcement Officer | Gen | 2.0 | 430 | \$ 78,122 | 480 | \$ 100,248 |
| Code Enforcement | Code Enforcement Officer II | Gen | 2.0 | 409 | \$ 70,354 | 459 | \$ 90,279 |
| Code Enforcement | Code Enforcement Officer I | Gen | 1.0 | 387 | \$ 63,042 | 437 | \$ 80,898 |
| Code Enforcement | Code Enforcement Technician | Gen | 1.0 | 367 | \$ 57,057 | 417 | \$ 73,217 |
| Code Enforcement | Office Specialist II | Gen | 1.0 | 318 | \$ 44,686 | 368 | \$ 57,343 |
| CD: Planning | | | | | | | |
| CD: Planning | Community Development Director | Contract | 1.0 | 605 | \$ 186,997 | 655 | \$ 239,959 |
| CD: Planning | Deputy Community Development Director | Contract | 1.0 | 564 | \$ 152,414 | 614 | \$ 195,582 |
| CD: Planning | Principal Planner | Mid | 2.0 | 516 | \$ 119,965 | 566 | \$ 153,942 |
| CD: Planning | Senior Planner | Prof | 2.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| CD: Planning | Senior Management Analyst | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| CD: Planning | Associate Planner | Gen | 3.0 | 449 | \$ 85,887 | 499 | \$ 110,213 |
| CD: Planning | Management Analyst II | Prof | 1.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| CD: Planning | Management Aide (Part-Time)(Limited Term) | PT | 0.5 | 405 | \$ 68,964 | 455 | \$ 88,496 |
| CD: Planning | Assistant Planner | Gen | 2.0 | 430 | \$ 78,122 | 480 | \$ 100,248 |
| CD: Planning | Planning Technician | Gen | 1.0 | 395 | \$ 65,609 | 445 | \$ 84,191 |
| CD: Planning | Administrative Assistant | Gen | 1.0 | 367 | \$ 57,057 | 417 | \$ 73,217 |



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FISCAL YEAR 2024-2025

| Department | Title Classification | Group | FTE | Annual Salary Ranges | | | |
|-------------------------|--|----------|-------|----------------------|------------|------|------------|
| | | | | Step | From | Step | To |
| CD: Building and Safety | Building Official | Mid | 1.0 | 547 | \$ 140,024 | 597 | \$ 179,682 |
| CD: Building and Safety | Building/Safety Manager | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| CD: Building and Safety | Plans Examiner II | Gen | 2.0 | 453 | \$ 87,618 | 503 | \$ 112,434 |
| CD: Building and Safety | Senior Building Inspector | Gen | 1.0 | 443 | \$ 83,355 | 493 | \$ 106,963 |
| CD: Building and Safety | Management Analyst | Prof | 1.0 | 443 | \$ 83,355 | 493 | \$ 106,963 |
| CD: Building and Safety | Permit Center Coordinator | Prof | 1.0 | 432 | \$ 78,905 | 482 | \$ 101,253 |
| CD: Building and Safety | Building Inspector II | Gen | 1.0 | 432 | \$ 78,905 | 482 | \$ 101,253 |
| CD: Building and Safety | Building Inspector | Gen | 3.0 | 420 | \$ 74,321 | 470 | \$ 95,371 |
| CD: Building and Safety | Building Permit Technician II | Gen | 1.0 | 409 | \$ 70,354 | 459 | \$ 90,279 |
| CD: Building and Safety | Building Permit Technician | Gen | 2.0 | 395 | \$ 65,609 | 445 | \$ 84,191 |
| CD: Building and Safety | Office Specialist II | Gen | 1.0 | 318 | \$ 44,686 | 368 | \$ 57,343 |
| Community Services | Community Services Director | Contract | - | 605 | \$ 186,997 | 655 | \$ 239,959 |
| Community Services | Park/Landscape Maintenance Manager | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| Community Services | Community Services Manager | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| Community Services | Sr. Management Analyst | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Community Services | Community Services Supervisor | Prof | 1.0 | 449 | \$ 85,887 | 499 | \$ 110,213 |
| Community Services | Management Analyst II | Prof | 1.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Community Services | Management Analyst I | Prof | - | 443 | \$ 83,355 | 493 | \$ 106,963 |
| Community Services | Field Supervisor (Parks/Landscape) | Prof | 1.0 | 420 | \$ 74,321 | 470 | \$ 95,371 |
| Community Services | Field Supervisor (Facilities) | Prof | 1.0 | 420 | \$ 74,321 | 470 | \$ 95,371 |
| Community Services | Community Services Coordinator | Gen | 4.0 | 383 | \$ 61,797 | 433 | \$ 79,300 |
| Community Services | Park Ranger | Gen | 2.0 | 383 | \$ 61,797 | 433 | \$ 79,300 |
| Community Services | Sr. Park Maintenance Worker | Gen | 2.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Community Services | Sr. Facility Maintenance Worker | Gen | 1.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Community Services | Administrative Assistant | Gen | 1.0 | 367 | \$ 57,057 | 417 | \$ 73,217 |
| Community Services | Park Maintenance Worker II | Gen | 7.0 | 360 | \$ 55,100 | 410 | \$ 70,705 |
| Community Services | Facilities Maintenance Worker II | Gen | 1.0 | 360 | \$ 55,100 | 410 | \$ 70,705 |
| Community Services | Office Aide (Part-Time) | PT | 0.5 | 269 | \$ 30,206 | 319 | \$ 46,850 |
| Community Services | Community Services Specialist (Part-Time) | PT | 2.25 | 326 | \$ 46,505 | 376 | \$ 46,850 |
| Community Services | Part Time Pool Manager (Full Time Equivalents) | PT | 0.40 | N/A | \$ 39,956 | N/A | \$ 46,403 |
| Community Services | Part Time Lifeguard (Full Time Equivalents) | PT | 1.38 | N/A | \$ 35,090 | N/A | \$ 40,747 |
| Community Services | Part Time Water Safety Instructors (Full Time Equivalents) | PT | 2.60 | N/A | \$ 37,440 | N/A | \$ 43,576 |
| Community Services | Part Time Leader, Instructor, Maint. (Full Time Equivalents) | PT | 22.84 | N/A | \$ 32,242 | N/A | \$ 46,403 |
| Economic Development | Economic Development Director | Contract | - | 595 | \$ 177,899 | 645 | \$ 228,285 |
| Economic Development | Economic Development Manager | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| Economic Development | Sr. Management Analyst | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Economic Development | Management Aide | Gen | 2.0 | 405 | \$ 68,964 | 455 | \$ 88,496 |
| Economic Development | Office Specialist II | Gen | 1.0 | 318 | \$ 44,686 | 368 | \$ 57,343 |



CITY OF MENIFEE
AUTHORIZED POSITIONS and COMPENSATION
FISCAL YEAR 2024-2025

| Department | Title Classification | Group | FTE | Annual Salary Ranges | | | |
|------------------------|---|----------|-----|----------------------|------------|------|------------|
| | | | | Step | From | Step | To |
| Finance | Chief Financial Officer | Contract | 1.0 | 605 | \$ 186,997 | 655 | \$ 239,959 |
| Finance | ERP Project Administrative Svs. Director (Limited Term) | Contract | - | n/a | - | n/a | \$ 221,874 |
| Finance | Deputy Finance Director | Contract | 1.0 | 564 | \$ 152,414 | 614 | \$ 195,582 |
| Finance | Finance Manager | Mid/Conf | 2.0 | 534 | \$ 131,233 | 584 | \$ 168,402 |
| Finance | Principal Accountant | Mid/Conf | 1.0 | 516 | \$ 119,965 | 566 | \$ 153,942 |
| Finance | Financial Analyst | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Finance | Senior Accountant | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Finance | Senior Accountant (Budget & Grants) | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Finance | Accountant I | Prof | 1.0 | 443 | \$ 83,355 | 493 | \$ 106,963 |
| Finance | Contract/Purchasing Specialist | Gen | 1.0 | 405 | \$ 68,964 | 455 | \$ 88,496 |
| Finance | Senior Accounting Technician | Gen | 2.0 | 396 | \$ 65,937 | 446 | \$ 84,612 |
| Finance | Accounting Technician II | Gen | 2.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Finance | Contract/Purchasing Technician II | Gen | 1.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Finance | Administrative Assistant | Gen | 1.0 | 367 | \$ 57,057 | 417 | \$ 73,217 |
| Finance | Contract/Purchasing Technician I | Gen | 1.0 | 354 | \$ 53,475 | 404 | \$ 68,621 |
| Finance | Accounting Technician I (Business License) | Gen | 1.0 | 354 | \$ 53,475 | 404 | \$ 68,621 |
| Finance | Accounting Technician I | Gen | 2.0 | 354 | \$ 53,475 | 404 | \$ 68,621 |
| Finance | Accounting Assistant | Gen | - | 330 | \$ 47,442 | 380 | \$ 60,879 |
| Finance | Cashier | Gen | 1.0 | 318 | \$ 44,686 | 368 | \$ 57,343 |
| Human Resources | Human Resources Director | Contract | 1.0 | 605 | \$ 186,997 | 655 | \$ 239,959 |
| Human Resources | Deputy Human Resources Director | Contract | - | 564 | \$ 152,414 | 614 | \$ 195,582 |
| Human Resources | Human Resources Manager | Conf | 1.0 | 534 | \$ 131,233 | 584 | \$ 168,402 |
| Human Resources | Human Resources Analyst | Conf | 2.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Human Resources | Human Resources Analyst (Risk/Emergency Mgmt.) | Conf | 1.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Human Resources | Human Resources Technician (Risk/Emergency Mgmt.) | Conf | 1.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Human Resources | Human Resources Technician | Conf | 2.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Human Resources | Human Resources Assistant | Conf | 1.0 | 340 | \$ 49,869 | 390 | \$ 63,993 |
| Information Technology | Chief Information Officer | Contract | 1.0 | 605 | \$ 186,997 | 655 | \$ 239,959 |
| Information Technology | Information Technology Manager | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| Information Technology | Information Technology Manager (Cybersecurity) | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| Information Technology | Geographic Information System Coordinator | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Information Technology | Audio Visual (AV) System Coordinator | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Information Technology | Information Technology Analyst | Prof | 3.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Information Technology | Management Analyst II | Prof | 1.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Information Technology | Information Technology Technician | Gen | 3.0 | 396 | \$ 65,937 | 446 | \$ 84,612 |
| Information Technology | Geographic Information System Technician | Gen | 2.0 | 396 | \$ 65,937 | 446 | \$ 84,612 |
| Information Technology | Audio Visual (AV) System Technician | Gen | 1.0 | 396 | \$ 65,937 | 446 | \$ 84,612 |
| Fire | Fire Permit Technician | Gen | 1.0 | 395 | \$ 65,609 | 445 | \$ 84,191 |
| Fire | Office Specialist II | Gen | - | 318 | \$ 44,686 | 368 | \$ 57,343 |



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AUTHORIZED POSITIONS and COMPENSATION
FISCAL YEAR 2024-2025

| Department | Title Classification | Group | FTE | Annual Salary Ranges | | | |
|---------------------------------|---|------------------|------|----------------------|------------|-------|------------|
| | | | | Step | From | Step | To |
| Police | Chief of Police | Contract | 1.0 | PC625 | \$ 208,677 | PC675 | \$ 267,780 |
| Police | Police Captain | PMA ⁴ | 2.0 | PM587 | \$ 169,594 | PM637 | \$ 217,627 |
| Police | Police Lieutenant | PMA ⁴ | 5.0 | PL557 | \$ 142,516 | PL607 | \$ 182,880 |
| Police | Police Support Services Manager | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| Police | Police Sergeant | PMA ⁴ | 11.0 | PS518 | \$ 114,932 | PS568 | \$ 147,484 |
| Police | Budget and Grants Analyst | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Police | Senior Police Personnel & Training Analyst | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Police | Crime Analyst | Prof | 1.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Police | Police Officer | POA ³ | 74.0 | P467 | \$ 87,734 | P517 | \$ 112,583 |
| Police | Police Records Supervisor | Prof | 1.0 | 430 | \$ 78,122 | 480 | \$ 100,248 |
| Police | Sr. Community Service Officer | PEA Misc | 1.0 | 429 | \$ 74,744 | 479 | \$ 95,913 |
| Police | Crime Scene/Property & Evidence Specialist | PEA Misc | 2.0 | 420 | \$ 71,463 | 470 | \$ 91,703 |
| Police | Community Service Officer II | PEA Misc | 6.0 | 409 | \$ 67,648 | 459 | \$ 86,807 |
| Police | Investigative Specialist II | PEA Misc | 3.0 | 409 | \$ 67,648 | 459 | \$ 86,807 |
| Police | Community Engagement Specialist | PEA Misc | 1.0 | 405 | \$ 66,311 | 455 | \$ 85,093 |
| Police | Executive Assistant | Conf | 1.0 | 387 | \$ 63,042 | 437 | \$ 80,898 |
| Police | Sr. Police Records Technician | PEA Misc | 1.0 | 397 | \$ 63,718 | 447 | \$ 81,764 |
| Police | Property Room Technician | PEA Misc | 1.0 | 377 | \$ 57,668 | 427 | \$ 74,002 |
| Police | Police Records Technician | PEA Misc | 5.0 | 377 | \$ 57,668 | 427 | \$ 74,002 |
| Police | Administrative Assistant | PEA Misc | 1.0 | 367 | \$ 54,863 | 417 | \$ 70,401 |
| Police | Cadets (Part-Time) | N/A | 2.0 | N/A | \$ 17,534 | N/A | \$ 20,363 |
| Public Works/Engineering | | | | | | | |
| Public Works/Engineering | Director of Public Works and Engineering | Contract | 1.0 | 605 | \$ 186,997 | 655 | \$ 239,959 |
| Public Works/Engineering | Deputy Director of Public Works/City Engineer | Contract | 1.0 | 570 | \$ 157,044 | 620 | \$ 201,523 |
| Public Works/Engineering | Engineering Manager (Capital Improvement Program) | Mid | 1.0 | 564 | \$ 152,414 | 614 | \$ 195,582 |
| Public Works/Engineering | Assistant City Engineer | Mid | 1.0 | 547 | \$ 140,024 | 597 | \$ 179,682 |
| Public Works/Engineering | Principal Engineer | Mid | 2.0 | 534 | \$ 131,233 | 584 | \$ 168,402 |
| Public Works/Engineering | Public Works Manager | Mid | 1.0 | 525 | \$ 125,473 | 575 | \$ 161,010 |
| Public Works/Engineering | Construction Manager | Mid | 1.0 | 516 | \$ 119,965 | 566 | \$ 153,942 |
| Public Works/Engineering | Senior Engineer (Part-Time) | Prof | - | 504 | \$ 112,996 | 554 | \$ 144,999 |
| Public Works/Engineering | Senior Engineer | Prof | 3.0 | 504 | \$ 112,996 | 554 | \$ 144,999 |
| Public Works/Engineering | Project Manager | Gen | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Public Works/Engineering | Associate Engineer | Gen | 5.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Public Works/Engineering | Financial Analyst | Prof | 1.0 | 481 | \$ 100,749 | 531 | \$ 129,284 |
| Public Works/Engineering | Senior Public Works Inspector | Gen | 2.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Public Works/Engineering | Fleet & Equipment Supervisor | Prof | 1.0 | 449 | \$ 85,887 | 499 | \$ 110,213 |
| Public Works/Engineering | Public Works Maintenance Supervisor | Prof | 1.0 | 449 | \$ 85,887 | 499 | \$ 110,213 |
| Public Works/Engineering | Assistant Engineer | Gen | 1.0 | 443 | \$ 83,355 | 493 | \$ 106,963 |
| Public Works/Engineering | Management Analyst II | Prof | 1.0 | 462 | \$ 91,640 | 512 | \$ 117,595 |
| Public Works/Engineering | Management Analyst I | Prof | 1.0 | 443 | \$ 83,355 | 493 | \$ 106,963 |
| Public Works/Engineering | Public Works Inspector II | Gen | 2.0 | 430 | \$ 78,122 | 480 | \$ 100,248 |
| Public Works/Engineering | Public Works Inspector I | Gen | 1.0 | 409 | \$ 70,354 | 459 | \$ 90,279 |
| Public Works/Engineering | Senior Fleet Technician | Gen | 1.0 | 420 | \$ 74,321 | 470 | \$ 95,371 |
| Public Works/Engineering | Fleet Technician | Gen | 1.0 | 395 | \$ 65,609 | 445 | \$ 84,191 |



CITY OF MENIFEE
AUTHORIZED POSITIONS and COMPENSATION
FISCAL YEAR 2024-2025

| Department | Title Classification | Group | FTE | Annual Salary Ranges | | | |
|--------------------------|--|-------|--------------|----------------------|-----------|------|-----------|
| | | | | Step | From | Step | To |
| Public Works/Engineering | Engineering Technician II | Gen | 1.0 | 415 | \$ 69,700 | 465 | \$ 89,441 |
| Public Works/Engineering | Engineering Technician I | Gen | 1.0 | 395 | \$ 65,609 | 445 | \$ 84,191 |
| Public Works/Engineering | Senior Street Maintenance Worker | Gen | 2.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Public Works/Engineering | Senior Street Maintenance Worker (Heavy Equipment) | Gen | 1.0 | 377 | \$ 59,975 | 427 | \$ 76,962 |
| Public Works/Engineering | Management Aide | Gen | 1.0 | 405 | \$ 68,964 | 455 | \$ 88,496 |
| Public Works/Engineering | Administrative Assistant | Gen | 1.0 | 367 | \$ 57,057 | 417 | \$ 73,217 |
| Public Works/Engineering | Street Maintenance Worker II | Gen | 9.0 | 360 | \$ 55,100 | 410 | \$ 70,705 |
| Public Works/Engineering | Fleet Services Worker I | Gen | 1.0 | 340 | \$ 49,869 | 390 | \$ 63,993 |
| Public Works/Engineering | Street Maintenance Worker I | Gen | 2.0 | 340 | \$ 49,869 | 390 | \$ 63,993 |
| Public Works/Engineering | Office Specialist II | Gen | 1.0 | 318 | \$ 44,686 | 368 | \$ 57,343 |
| | TOTAL BUDGETED POSITIONS | | 332.5 | | | | |

Group Key:

| | |
|-------------------------|--|
| Elec: Elected | POA: Police Officers |
| Appt: Appointed | PEA Misc: Police Employee Miscellaneous Unit |
| Nonrep: Non-Represented | Prof: Professional |
| Conf: Confidential | Gen: General |
| Mid: Mid-Management | PT: Part-Time |
| PMA: Police Management | |

¹Council Member compensation increases will be effective following certification of the November 2024 election.

²Pursuant to Fourth Amendment to Employment Agreement with City Manager signed August 21, 2024.

³Bargaining group association updated to align with memorandum of understanding for the Menifee Police Officers Association (POA) (approved December 4, 2024, effective July 1, 2024).

⁴Bargaining group association updated to align with memorandum of understanding for the Menifee Police Management Association (PMA) (approved December 4, 2024, effective January 1, 2025).