



**Employee Agreements – September 17, 2019**

# Police Officers' Association Agreement



## Memorandum of Understanding (2 Year)

- 5% hourly rate increase in year one
- 4% hourly rate increase in year two
- 5% hazard pay for employees assigned to the Traffic Division
- Increased education incentive cap to 10% for sworn personnel who possess an Advanced POST Certificate
- Education incentive for non-sworn personnel not covered by side letter (6/21/18)
- Increased benefits for dental, vision and tuition reimbursement

|               |                |           |
|---------------|----------------|-----------|
| Fiscal Impact | FY 2019 – 2020 | \$383,200 |
|               | FY 2020 - 2021 | \$864,800 |

# Recommendation - POA



1. Adopt a Resolution approving a two year Memorandum of Understanding with the Police Officers' Association
2. Approve a supplemental appropriation of \$383,200 to the FY 2019/2020 adopted budget

# Police Sergeant Agreement



## Letter of Understanding (2 Year)

- 5% hourly rate increase in year one
- 4% hourly rate increase in year two
- 7.5% incentive pay for employees assigned to Investigations and Net-5
- Increased education incentive pay to 5.2% for POST Supervisory Certificate (Cap increased to 12.7%)
- Eliminates requirement for Accident Reconstruction Certificate for Traffic Sergeant
- Increased benefits for dental, vision and tuition reimbursement

|               |                |           |
|---------------|----------------|-----------|
| Fiscal Impact | FY 2019 – 2020 | \$94,800  |
|               | FY 2020 - 2021 | \$222,300 |

# Recommendation – Police Sergeants



1. Adopt a Resolution approving a two year Letter of Understanding with the Police Sergeants
2. Approve a supplemental appropriation of \$94,800 to the FY 2019/2020 adopted budget

# First Level Manager Agreement



## Letter of Understanding (1 Year)

- 2% salary increase
- One-time non-PERSable stipend of \$1,500 or 2% base salary (whichever is greater)
- Salary adjustment for Recreation Supervisor I/II/III
  - Exempt position – Law requires double minimum wage (CA Labor Code section 515)
- Increased benefits for dental, vision and tuition reimbursement

|               |                |           |
|---------------|----------------|-----------|
| Fiscal Impact | FY 2019 – 2020 | \$101,800 |
|               | FY 2020 - 2021 | \$66,500  |

# Recommendation - FLM



1. Adopt a resolution approving a one year Letter of Understanding with the First Level Manager group
2. Approve a supplemental appropriation of \$101,800 to the FY 2019/2020 adopted budget

# Mid Manager Agreement



## Letter of Understanding (1 Year)

- 2% salary increase
- One-time non-PERSable stipend of \$1,500 or 2% base salary (whichever is greater)
- Increased benefits for dental, vision and tuition reimbursement

|               |                |          |
|---------------|----------------|----------|
| Fiscal Impact | FY 2019 – 2020 | \$87,100 |
|               | FY 2020 - 2021 | \$56,500 |

*Note: Confidential employees are also covered by this agreement*



# Recommendation - MM



1. Adopt a Resolution approving a one year Letter of Understanding with the Mid-Manager group
2. Approve a supplemental appropriation of \$87,100 to the FY 2019/2020 adopted budget