



Police Sworn Mid-Managers - LOU

Police Sworn Mid-Manager Agreement



Letter of Understanding (2 Year)

Some items include:

- 4% salary increase in year one (applied retroactively to July 1, 2019)
- 2% hourly rate increase in year two (effective the first full pay period after July 1, 2020)
- One-time non-PERSable stipend of 1% of base annual wage
- Includes education incentive pay of 2.5% of base salary for Master's Degree or successful completion of the FBI National Academy
- Allows the City to make CalPERS PORAC health insurance available to all bargaining unit members effective January 1, 2021
- Increases benefits for dental and vision coverage
- Increases Tuition Reimbursement Program to \$5,000 per fiscal year

Recommendation – PSMM



Fiscal Impact	FY 2019 – 2020	\$41,300
	FY 2020 - 2021	\$96,560

1. Adopt a Resolution approving a two-year Letter of Understanding with the Police Sworn Mid-Managers
2. Approve a supplemental appropriation of \$41,300 to the FY 2019/2020 adopted budget