



Police Officers' Association Memorandum of Understanding September 7, 2021



**Presentation By:
Dave Vaughn, City Manager**

Police Officer's Association



Memorandum of Understanding:

- Includes a 2% hourly rate increase for all classifications.
- Includes a reopener to discuss the City's financial position no later than the end of April 2022 on the issue of wage to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period of July 2022, unless agreed otherwise. If the parties cannot agree on a wage increase during an opener, there shall be no salary adjustment for that year.
- Includes a \$4,000 signing bonus the first full pay period following Council approval of the agreement.
- Includes 2.5% Longevity pay of the employee's base hourly rate of pay upon completion of 10 years of service with the City.
- Includes 2.5% Longevity pay of the employee's base hourly rate of pay upon completion of 15 years of service with the City.
- Includes 2.5% Longevity pay of the employee's base hourly rate of pay upon completion of 20 years of service with the City.

Police Officer's Association



Fiscal Impact:

An increase in cost of \$502,100 for FY 2021/2022 and \$728,200 cumulatively for FY 2022/2023.

Recommendation



- Adopt a Resolution approving a two-year Memorandum of Understanding with the Police Officers' Association.
- Authorize a supplemental appropriation from unallocated general funds for FY 2021/2022 in the amount of \$502,100.