

CITY OF YUBA CITY
STAFF REPORT

Date: February 20, 2018
To: Honorable Mayor and Members of the City Council
From: Human Resources Department
Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Police Officers' Association Memorandum of Understanding (MOU) and Police Sergeants' Letter of Understanding (LOU).

Recommendation:

- A. Adopt a Resolution approving a two year Memorandum of Understanding with the Police Officers' Association
- B. Adopt a Resolution approving a two year Letter of Understanding with the Police Sergeants
- C. Approve a supplemental appropriation of \$208,850 to the FY 2017/2018 adopted budget.

Fiscal Impact: An increase in cost of \$208,850 for FY 2017/2018 and \$245,450 for FY 2018/2019.

Purpose:

To approve the Police Officers' Association Memorandum of Understanding and Police Sergeants' Letter of Understanding.

Background:

The City's employment agreements with the Police Officers' Association and Police Sergeants' group expired on June 30, 2017. The City and the Police groups have been meeting since April 2017 to negotiate new employment agreements. The previous agreements transitioned out the 10% furlough in FY 15/16 – a 5% percent furlough program began in Fiscal Year 2009/2010 and transitioned to a 10% furlough program in Fiscal Year 2011/2012 – in exchange for cost sharing for all classic CalPERS members. The previous agreement also provided for 80%/20% split of the total medical premium, 3.5% hourly rate increase, and \$1,000 one-time distribution along with sick leave not counting as hours worked for the purpose of calculating overtime pay. In September 2015, an amendment with the Police Officers' Association and Police Sergeants' provided for a \$1,500 one-time distribution and a 2% hourly rate increase.

While the City continues to face growing employee pension obligations, the City must remain competitive in recruiting and retaining employees which requires competitive employee benefits and terms. The proposed employment contract is an attempt to find the balance between competitive employee benefits and terms and management of the ongoing changing landscape of employee pension obligations.

Analysis:

The Police Officers' Association have agreed to a two-year Memorandum of Understanding that:

1. Includes a one-time distribution of \$1,500 or 2% annual compensation based on hourly wage (whichever is greater) in year one;
2. Includes a 2% hourly rate increase in year two;
3. Transitions in a new 9-step salary range from a 5-step salary range for new hires (excludes Police Officers and Dispatchers);
4. Increases bilingual pay to \$100 per month;
5. Increases education incentive pays;
6. Increases and extends the benefit of the Field Training Officer program;
7. Includes increased vacation accrual rates for lateral Police Officers with prior public sworn service;
8. Includes Management and Police Officer Association rights.

The complete Memorandum of Understanding is attached.

The Police Sergeants have agreed to a two-year Letter of Understanding that:

1. Includes a 2% annual compensation based on hourly wage in year one;
2. Includes a 2% hourly rate increase in year two;
3. Increases bilingual pay to \$100 per month;
4. Includes increased vacation accrual rates for lateral Police Sergeants with prior public sworn service;
5. Includes the addition of acting pay;
6. Increases uniform allowance to \$900 per year;
7. Increases and extends the benefit of the Field Training Officer program;
8. Includes Management and Police Sergeant rights;
9. Includes Detective and Field Training Officer ancillary pay.

The complete Letter of Understanding is attached.

Fiscal Impact:

The proposed changes will result in a net increase in cost of \$208,850 for FY 17/18 and \$245,450 for FY 18/19.

Alternatives:

Do not approve Police Officers' Association Memorandum of Understanding and Police Sergeants Letter of Understanding and provide staff direction.

Recommendation:

Adopt a Resolution approving a two year Memorandum of Understanding with the Police Officers' Association, adopt a Resolution approve a two year Letter of Understanding with Police Sergeants, and approve a supplemental appropriation of \$208,850 to the FY 2017/2018 adopted budget.

Attachments:

1. Cost impact of Police Officers' Association Agreement Terms
2. Police Officers' Association MOU Resolution
3. Police Officers' Association MOU – to be provided at the meeting
4. Cost impact of Police Sergeants Agreement Terms
5. Police Sergeants LOU Resolution
6. Police Sergeants LOU – to be provided at the meeting

Prepared By:

Submitted By:

/s/ Natalie Springer

Natalie Springer
Human Resources Director

/s/ Steven C. Kroeger

Steven C. Kroeger
City Manager

Reviewed By:

Finance

City Attorney

RB

TH by email

ATTACHMENT 1

City of Yuba City
Impact of 2 Year Agreement-POA

	POA Unit
<i>FY 17/18 - Year 1</i>	
One-time distribution of 2% base salary	\$ 142,500
Bilingual Pay @ \$100 per month	400
FTO Pay-5%	11,900
Training Pay-5% Including Dispatcher IIs	1,000
Education Incentive	4,900
Year 1 Total Cost	\$ 160,700
<i>FY 18/19 - Year 2</i>	
Bilingual Pay @ \$100 per month	800
FTO Pay-5%	23,800
Training Pay-5% Including Dispatcher IIs	2,000
Education Incentive	9,800
2% Hourly Rate Increase	139,100
Year 2 Total Cumulative Cost	\$ 175,500
<i>Grand Total Cost Impact-2 Year Total</i>	\$ 336,200

ATTACHMENT 2

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
APPROVING THE POLICE OFFICERS' ASSOCIATION MEMORANDUM OF
UNDERSTANDING JULY 1, 2017 – JUNE 30, 2019**

WHEREAS, the City recognizes the Police Officers' Association commitment to the City and its citizens while providing outstanding and dedicated service to all;

WHEREAS, City staff and the Police Officers' Association have negotiated a two year Memorandum of Understanding;

WHEREAS, the City appreciates the efforts and energy the Police Officers' Association have put forth to negotiate this Memorandum of Understanding;

WHEREAS, the Police Officers Association have agreed to implement a new salary schedule for non-sworn new hires (excluding dispatchers) in exchange for a one-time distribution of money in year one of the contract, a 2% salary increase in year two of the contract, management and association rights, increases to Field Training Officer and Educative Incentive Pay along with other terms;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

Approve the attached Police Officers' Association Memorandum of Understanding.

Authorize staff to make any necessary clarifying language changes to the language in the Police Officers' Association Memorandum of Understanding as long as the changes do not modify the MOU's substantive terms or past practice.

The Director of Finance is hereby authorized to make the necessary budget adjustments to implement the provisions of this resolution.

The foregoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 20th day of February 2018.

AYES:

NOES:

ABSENT:

Preet Didbal, Mayor

ATTEST:

Patricia Buckland, City Clerk

ATTACHMENT 3

POLICE OFFICERS' ASSOCIATION MOU
Provided at the meeting

ATTACHMENT 4

City of Yuba City
Impact of 2 Year Agreement-Sergeants

	Sergeants Unit
<i>FY 17/18 - Year 1</i>	
One-time distribution of 2% base salary	\$ 26,800
Detective Pay-5% for 3 positions	15,150
FTO Pay-5% for 1 position	3,250
Uniform Allowance Increase to \$900	2,950
Year 1 Total Cost	<u>\$ 48,150</u>
<i>FY 18/19 - Year 2</i>	
Detective Pay-5% for 3 positions	30,300
FTO Pay-5% for 1 position	6,500
Uniform Allowance Increase to \$900	2,950
2% Hourly Rate Increase	30,200
Year 2 Total Cumulative Cost	<u>\$ 69,950</u>
<i>Grand Total Cost Impact-2 Year Total</i>	<u>\$ 118,100</u>

ATTACHMENT 5

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
APPROVING THE POLICE SERGEANTS LETTER OF UNDERSTANDING
JULY 1, 2017 – JUNE 30, 2019**

WHEREAS, the City recognizes the Police Sergeants commitment to the City and its citizens while providing outstanding and dedicated service to all;

WHEREAS, City staff and the Police Sergeants have negotiated a two year Letter of Understanding;

WHEREAS, the City appreciates the efforts and energy the Police Sergeants have put forth to negotiate this Letter of Understanding;

WHEREAS, the Police Sergeants have agreed to a one-time distribution of money in year one of the contract, a 2% salary increase in year two of the contract, management and association rights, addition of acting pay, detective, and Field Training Officer pay, increase to the uniform allowance along with other terms;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

Approve the attached Police Sergeants Letter of Understanding.

Authorize staff to make any necessary clarifying language changes to the language in the Police Sergeants Letter of Understanding as long as the changes do not modify the LOU's substantive terms or past practice.

The Director of Finance is hereby authorized to make the necessary budget adjustments to implement the provisions of this resolution.

The foregoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 20th day of February 2018.

AYES:

NOES:

ABSENT:

ATTEST:

Preet Didbal, Mayor

Patricia Buckland, City Clerk

ATTACHMENT 6

POLICE SERGEANTS LOU
Provided at the meeting