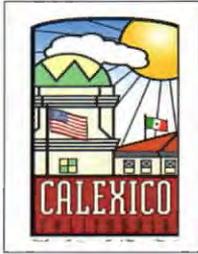


**AGENDA
ITEM**

6



AGENDA STAFF REPORT

DATE: June 17, 2020

TO: Mayor and City Council

APPROVED BY: David Dale, City Manager *AF for D.D.*

PREPARED BY: Denise Garcia, Human Resources/Risk Management Manager *DG*

SUBJECT: Adoption of a Resolution Approving a Letter of Understanding between the City of Calexico and the Calexico Police Officers' Association (POA) for the Term Beginning January 1, 2020 to June 30, 2023

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Recommendation:

Adopt Resolution to approve the Letter of Understanding between the City of Calexico and the Calexico Police Officers' Association (POA) for the term beginning January 1, 2020 to June 30, 2023

Background:

The City agreed upon a Letter of Understanding with the POA on May 19, 2020, that was effective January 1, 2020 and will expire on June 30, 2023. City negotiators met and conferred in good faith with representatives of the Calexico Police Officers' Association (POA) and the Calexico Municipal Employees Association (CMEA) regarding the CPOA's petition to sever the Public Safety Dispatcher and Supervisor classifications from their respective bargaining units and for the CPOA to be exclusively recognized as the employee organization for employees in those classifications.

Discussion & Analysis:

Dues for membership will be paid through payroll deduction beginning June 1, 2020. Wages, hours, and other terms and conditions of employment for the Dispatch Unit will remain the same as defined in the CMEA memorandum of understanding. Negotiations for additional compensation or benefit increases for employees in the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications, only, for the period between July 1, 2021 through June 30, 2023.



Fiscal Impact:

None. No additional changes to employee compensation or benefits are proposed outside of the adopted 2019-20 Fiscal Year Budget.

Coordinated With:

Administration.
C.M.E.A.
P.O.A.
City Attorney's Office.

Attachment:

1. Calexico Police Officers' Association LOU January 1, 2020 to June 30, 2023.
2. Resolution Approving a Letter of Understanding between the City of Calexico and the Calexico Police Officers' Association (POA) for the Term Beginning January 1, 2020 to June 30, 2023.

**AGREEMENT BY AND BETWEEN
CALEXICO POLICE OFFICERS' ASSOCIATION AND
CITY OF CALEXICO**

This Agreement (Agreement) is entered into by and between the CALEXICO POLICE OFFICERS' ASSOCIATION ("CPOA"), and the CITY OF CALEXICO ("CITY") (collectively the "Parties") with respect to the following:

WHEREAS, the CPOA is the recognized employee organization of designated sworn, non-management employees employed in the City's Police Department (the "Sworn Unit"); and

WHEREAS, CPOA petitioned the City to sever the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications from the bargaining unit represented by the Calexico Municipal Employees Association ("CMEA") and to become the exclusively recognized representative of employees in those classifications (the "Dispatcher Unit"); and

WHEREAS, the City has determined that CPOA completed the appropriate processes under the City's Employee Relations Resolution to sever the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications from their existing bargaining unit and to become the exclusively recognized representative of employees in those classifications; and

WHEREAS, no other employee organization has claimed an interest in representing the Dispatcher Unit; and

WHEREAS, there exists a sufficient community of interests within the Dispatcher Unit such that it is an appropriate bargaining unit; and

WHEREAS, CPOA presented to the City cards signed by 100% of the employees in the Dispatcher Unit evidencing their desire to be represented by CPOA.

NOW, THEREFORE, the parties do hereby agree as follows:

1. Effective January 1, 2020, CPOA is the exclusively recognized employee organization of employees in the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications. The Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications shall comprise a CPOA bargaining unit.
2. Effective June 1, 2020 the City shall commence payroll deductions for association dues and/or fees, in an amount determined from time to time by the CPOA, and to remit to CPOA such payroll deductions on behalf of each Public Safety Dispatcher and Public Safety Dispatcher Supervisor who has executed a signed payroll deduction form for such purposes.
3. The City and CPOA agree that the wages, hours, and other terms and conditions of employment applicable to employees in the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications shall remain as set forth in the existing CMEA

memorandum of understanding for Public Safety Dispatcher personnel, as it existed on January 1, 2020. Wages, hours, and other terms and conditions of employment relating to the Public Safety Dispatcher Supervisor shall also remain the same, as governed by the current letter of understanding relating to supervisors that governs her position. CPOA may reopen negotiations for additional compensation or benefit increases for employees in the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications, only, for the period between July 1, 2021, through June 30, 2023 (at which point it is anticipated that the Sworn Unit and new Dispatcher Unit MOUs shall be negotiated contemporaneously). Any changes to wages, hours, or working conditions pursuant to such reopener shall be by mutual agreement of the parties, only.

FOR THE CITY OF CALEXICO

David Dale, City Manager

Date

FOR THE CALEXICO POLICE OFFICERS ASSOCIATION

Sean Acuna, President

Date

RESOLUTION NO. 2020-_____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALEXICO, CALIFORNIA, APPROVING AND ADOPTING A LETTER OF UNDERSTANDING BETWEEN THE CITY AND THE CALEXICO POLICE OFFICERS' ASSOCIATION

WHEREAS, Employer-Employee Relations for the City of Calexico ("City") are governed by California Government Code section 3500 through 3511, known as the Meyers-Milias-Brown Act, and Calexico City Council Resolution No. 2204, entitled: "Resolution of the City Council of the City of Calexico Pertaining to Employer-Employee Relations for the City of Calexico," dated July 7, 1970, which is also referred to as the "Employer-Employee Relations Resolution of the City of Calexico"; and

WHEREAS, the CPOA is the recognized employee organization of designated sworn, non-management employees employed in the City's Police Department (the "Sworn Unit"); and

WHEREAS, the CPOA petitioned the City to sever the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications from the bargaining unit represented by the Calexico Municipal Employees Association ("CMEA") and to become the exclusively recognized representative of employees in those classifications (the "Dispatcher Unit"); and

WHEREAS, the City has determined that CPOA completed the appropriate processes under the City's Employee Relations Resolution to sever the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications from their existing bargaining unit and to become the exclusively recognized representative of employees in those classifications; and

WHEREAS, no other employee organization has claimed an interest in representing the Dispatcher Unit; and

WHEREAS, there exists a sufficient community of interests within the Dispatcher Unit such that it is an appropriate bargaining unit; and

WHEREAS, CPOA presented to the City cards signed by 100% of the employees in the Dispatcher Unit evidencing their desire to be represented by CPOA.

NOW, THEREFORE, be it resolved, determined, and ordered by the City Council of the City of Calexico:

1. Effective January 1, 2020, CPOA is the exclusively recognized employee organization of employees in the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications. The Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications shall comprise a CPOA bargaining unit.
2. Effective June 1, 2020 the City shall commence payroll deductions for association dues and/or fees, in an amount determined from time to time by the CPOA, and to remit to CPOA such payroll deductions on behalf of each Public Safety Dispatcher and Public Safety Dispatcher Supervisor who has executed a signed payroll deduction form for such purposes.
3. The City and CPOA agree that the wages, hours, and other terms and conditions of employment applicable to employees in the Public Safety Dispatcher and Public Safety Dispatcher supervisor classifications shall remain as set forth in the existing CMEA memorandum of understanding for Public Safety Dispatcher personnel, as it existed on January 1, 2020. Wages, hours, and other terms and conditions of employment relating to the Public Safety Dispatcher Supervisor shall also remain the same, as governed by the current letter of understanding relating to supervisors that governs her position. CPOA may reopen negotiations for additional

compensation or benefit increases for employees in the Public Safety Dispatcher and Public Safety Dispatcher Supervisor classifications only, for the period between July 1, 2021, through June 30, 2023 (at which point it is anticipated that the Sworn Unit and new Dispatcher Unit MOUs shall be negotiated contemporaneously). Any changes to wages, hours, or working conditions pursuant to such reopener shall be by mutual agreement of the parties, only.

PASSED, ADOPTED, AND APPROVED by the City Council of the City of Calexico at the regular meeting this 17th day of June 2020.

Mayor

ATTEST:

City Clerk

STATE OF CALIFORNIA)
CITY OF CALEXICO) ss,
COUNTY OF IMPERIAL)

I, Gabriela Garcia, City Clerk of the City of Calexico, do hereby certify under the penalty of perjury, that the foregoing Resolution No. 2020-_____, was duly adopted by the City Council at a meeting of said City Council held on the 17th day of June 2020, and that it was so adopted by the following roll call vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

City Clerk, City of Calexico

SEAL