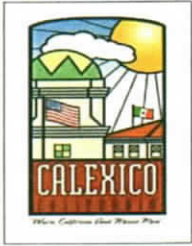


**AGENDA  
ITEM**

**4**



# CITY OF CALEXICO

## AGENDA STAFF REPORT

**DATE:** February 1, 2023

**TO:** Mayor and City Council

**APPROVED BY:** Esperanza Colio-Warren, City Manager *Esperanza Colio-Warren*

**REVIEWED BY:** Sandra Fonseca, Interim Finance Director *SF*

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

**SUBJECT:** Approval of Letter of Understanding (LOU) between the City of Calexico and the Calexico Police Officers Association/Dispatchers for the Term Beginning December 1, 2022 to June 30, 2023

=====

### Recommendation:

Approve the Letter of Understanding (LOU) between the City of Calexico and the Calexico Police Officers Association/Dispatchers for the term beginning December 1, 2022 to June 30, 2023.

### Background:

City negotiators met and conferred in good faith with representatives of the Calexico Police Officers Association/Dispatchers regarding the group's request for recruitment and retention incentive benefits for the Public Safety Dispatch Unit. The City recognizes the vital role Dispatchers play in the area of public safety. The City agreed upon an LOU between the City of Calexico and the Calexico Police Officers Association/Dispatchers beginning December 1, 2022 to June 30, 2023.

### Discussion & Analysis:

All other wages, hours, and other terms and conditions of employment will continue to be defined by existing LOU's and MOU's. Both parties have agreed to resume negotiations in February. It is anticipated at that time that Public Safety Dispatchers will be formally incorporated into a comprehensive Memorandum of Understanding with the Calexico Police Officers Association.

### Fiscal Impact:

Total impact of this LOU for the 2022/23 fiscal year is \$10,357.33

AGENDA  
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**4**

**Coordinated With:**

Administration  
Interim Finance Director  
Calxico Police Officers Association/Dispatchers

**Attachment(s):**

1. C.P.O.A./Dispatchers LOU December 1, 2022 to June 30, 2023.

**Letter of Understanding  
Between  
The City of Calexico and  
The Calexico Police Officers Association (Public Safety Dispatchers)**

The City of Calexico (City) and the Calexico Police Officers Association (Public Safety Dispatchers) have previously met and conferred and agreed upon the following Letter of Understanding (LOU) dated January 24, 2023. The parties have agreed as follows.

**1. Communication Training Officers (CTO's) Assignment Pay**

Effective December 1, 2022, and for the duration of the 2022-23 fiscal year, the City agrees to pay \$50 per pay period to qualified public safety dispatchers certified and trained according to department protocols for that designation.

**2. Hiring and Retention Incentive**

Effective February 1, 2023, and for the duration of the 2022-23 fiscal year, the City agrees to pay a hiring and retention incentive in the amount of \$1,500 to newly hired Public Safety Dispatchers in increments shown below:

- A. \$500 payable with the first payroll check upon hire.
- B. \$500 payable upon completing probation period.
- C. \$500 payable upon successful completion of P.O.S.T. required certification and one (1) year employment as a Public Safety Dispatcher.

**3. Retention Stipend**

The City agrees to pay a \$350 temporary retention stipend for the months of December 2022 and January 2023, payable with the first pay period following ratification of this LOU. Furthermore, the City agrees to resume negotiations regarding temporary retention stipends for the remaining months of the 2022-23 fiscal year (Feb-June), after the mid-year budget review and second quarter report are presented in January. It is agreed that temporary retention stipends would be applicable through June 30, 2023, or until a comprehensive POA MOU is ratified, whichever comes first, for Public Safety Dispatchers and Dispatch Supervisor hired prior to January 1, 2022.

**4. Remainder of the LOU/MOU Not Affected**

The parties agree that all other terms and conditions of employment applicable to employees in the Public Safety Dispatcher classifications shall continue to remain as set forth in the existing CMEA memorandum of Understanding for Public Safety Dispatcher personnel, as it existed on January 1, 2020. All 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 this position.

5. The term of this LOU shall be December 1, 2022, through June 30, 2023.

6. All other provisions of the current LOU dated June 22, 2020, between the City and the Association shall remain unchanged.

IN WITNESS WHEREOF, the parties hereto have executed this Letter of Understanding as of the latest day and year below.

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**CITY OF CALEXICO**

**CALEXICO POLICE OFFICERS  
ASSOCIATION (Public Safety  
Dispatchers)**

\_\_\_\_\_  
Esperanza Colio-Warren, City Manager

\_\_\_\_\_  
Sandy Fonseca, Interim Director of Finance

\_\_\_\_\_  
Denise Garcia, Human Resources & Risk  
Management Manager

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