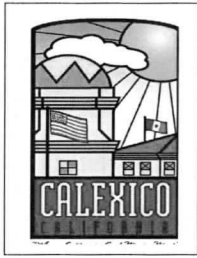


AGENDA
ITEM


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CITY COUNCIL AGENDA STAFF REPORT

DATE: April 20, 2022

TO: Mayor and City Council

APPROVED BY: Diego Favila, Interim City Manager 

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

SUBJECT: Ratification of a Side Letter of Agreement between the City of Calexico and the Calexico Police Officers' Association (POA) for the Remaining Term Beginning July 1, 2022 through June 30, 2023

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Recommendation:

Ratification of the Side Letter of Agreement between the City of Calexico and the Calexico Police Officers' Association for the remaining term beginning July 1, 2022, through June 30, 2023

Background:

The City agreed upon a Side Letter of Agreement with the Police Officers' Association on March 16, 2022, amending portions of the existing Memorandum of Understanding, effective July 1, 2022, and expiring on June 30, 2023. City negotiators met and conferred in good faith with representatives of the Calexico Police Officers' Association regarding the group's request dated February 15, 2022. Both parties have agreed and signed the Letter of Agreement.

Discussion & Analysis:

The City Council agrees to provide an increase for Field Training Officer pay from \$25.00 to \$50.00 per pay period. The Uniform Allowance will increase from \$1,000 to \$1,500 per year and Officer In Charge pay will increase from \$10.00 per day to \$25.00 per day. These changes will go into effect on July 1, 2022 through the end of the remaining term of the Letter of Understanding expiring on June 30, 2023.

Fiscal Impact:

No fiscal impact for 2021-22.
Fiscal Impact for 2022-23 is \$19,071.38.

**AGENDA
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Coordinated With:

Finance Department.
Calexico Police Officers' Association.

Attachment:

1. CPOA Side Letter of Agreement July 1, 2021 to June 30, 2023

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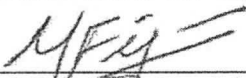
**SIDE LETTER BY AND BETWEEN
CALEXICO POLICE OFFICERS' ASSOCIATION AND
CITY OF CALEXICO**

**CITY OF CALEXICO
HUMAN RESOURCES**

This Side Letter of Agreement ("Agreement") is entered into by and between the CALEXICO POLICE OFFICERS' ASSOCIATION ("CPOA"), and the CITY OF CALEXICO ("City") (collectively the "Parties") to modify the provisions of the Letter of Understanding between the Parties set to expire on June 30, 2023 as follows:

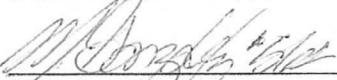
1. Article 5 regarding Compensation and Overtime Pay shall be revised to reflect the following:
 - a. OIC pay to be increased from \$10.00 per day to \$25.00 per day.
 - b. FTO pay to be increased from \$25.00 to \$50.00 per pay period.
 - c. Uniform Allowance shall increase from \$1,000 to \$1,500 per year.
2. Article 8 will be revised to include the same paid holidays as CMEA employees.
3. These changes will be effective July 1, 2022 with the first full pay period in the 2022-23 Fiscal Year.
4. Nothing in this Agreement changes any other wages, pay or other terms or conditions of employment, except as explicitly agreed to herein.

FOR THE CITY OF CALEXICO


Miguel Figueroa, City Manager

3/23/22
Date

FOR THE CALEXICO POLICE OFFICERS ASSOCIATION


Luis Casillas, President
MICHAEL GONZALEZ,
VICE PRESIDENT

3/24/22
Date