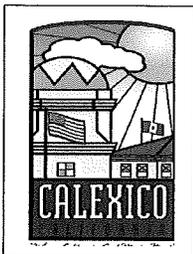


**AGENDA
ITEM**

14



AGENDA STAFF REPORT

DATE: August 1, 2018

TO: Mayor and City Council

APPROVED BY: David Dale, City Manager *DD*

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

SUBJECT: Adoption of Resolution Approving a Letter of Understanding between the City of Calexico and the Calexico Police Officers' Association (POA) for the Term Beginning July 1, 2018 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 July 1, 2018 to June 30, 2023

Background:

The City agreed upon a Letter of Understanding with the POA on January 27, 2017 that was effective January 25, 2017 and expired June 30, 2018. City negotiators met and conferred in good faith with representatives of the Calexico Police Officers' Association (POA) concerning the terms and conditions of employment addressed in the LOU and agreed to the terms of this understanding

Discussion & Analysis:

The attached Letter of Understanding is for the period beginning July 1, 2018 thru June 30, 2023. The City and the Association will continue to work together to update the last comprehensive MOU between the parties to include all subsequent changes in wages, hours and working conditions.

Fiscal Impact:

None. No additional changes to employee compensation or benefits are proposed outside of the adopted 2018-19 Fiscal Year Budget at this time.

Coordinated With:

City Administration.
City Attorney's office.



Attachment(s):

1. Calexico Police Officers' Association LOU July 1, 2018 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 July 1, 2018 to June 30, 2023.

RESOLUTION NO. 2018-xxx

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALEXICO, CALIFORNIA, APPROVING AND ADOPTING A LETTER OF UNDERSTANDING TO ENTER A MEMORANDUM 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 Memorandum of Understanding ("MOU") between the City and Calexico Police Officers' Association ("POA") expired on June 30, 2018; and

WHEREAS, the parties held "meet and confer" sessions in an effort to reach an agreement on a new MOU;

WHEREAS, the City and the POA reached agreement for a new MOU for the Period of July 1, 2018 through June 30, 2023; and

WHEREAS, the City and the POA signed a Letter of Understanding, attached as Exhibit 1 to this Resolution and fully incorporated by reference herein; and

WHEREAS, the Letter of Understanding has been ratified and approved by the membership of the POA;

WHEREAS, upon approval of this Resolution by the City Council, the Letter of Understanding shall reflect the sole agreement of the parties and supersede all prior agreements whether written or oral; and

WHEREAS, the provisions in the Letter of Understanding shall go into effect retroactive to July 1, 2018; and

WHEREAS, the City and the POA will continue to meet and confer to finalize the language of the MOU within a reasonable time period after adoption of this Letter of Understanding and bring the final MOU to City Council for approval;

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

Section 1. The above recitals are true and correct and are deemed to be findings by the City Council.

Section 2. The Letter of Understanding to enter into a Memorandum of Understanding between the City and the POA referenced herein is hereby approved and adopted.

PASSED, ADOPTED, AND APPROVED by the City Council of the City of Calexico at the regular meeting this 1st day of August 2018.

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. 2018-XXX, was duly adopted by the City Council at a meeting of said City Council held on the 1st day of August 2018, and that it was so adopted by the following roll call vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

City Clerk, City of Calexico

SEAL

**Letter of Understanding
Between
The City of Calexico and
The Calexico Police Officers' Association**

The City of Calexico (City) and the Calexico Police Officer's Association (Association or Union) have met and conferred and agreed upon the following Letter of Understanding (LOU) for the period from July 1, 2018 through June 30, 2023.

1. Health Benefit Premium Pick-Up

Effective July 1, 2018, each employee shall be responsible for paying twenty percent (20%) of the health insurance benefit premium of the employee's selected plan.

As such, Article 12, Section 2 of the MOU shall be revised to read:

Section 2 - Group Medical/Dental/Vision Insurance: As of July 1, 2018, Employees will be responsible for 20% of any health insurance benefit premium and the City shall contribute 80% of the health insurance benefit premium for the employee's selected health benefit package for the employee and any eligible dependents.

The City and Union agree that the City's Health Plan will not cover lifestyle (not medically necessary) prescription drugs.

2. Salary Reduction

Fiscal Years 2018-2023: Effective July 1, 2018, the 13.058% "line item" deduction that had been in effect since 2017 as part of concessions offered by the Association shall be reduced to 7.69% in recognition of the Association's pick up of additional health insurance premiums, above. The 7.69% "line item" deduction shall cease to be effective June 30, 2023.

3. Cost of Living Adjustments

Article 4 Section 16 the MOU shall be revised to read:

Section 16 – Cost of Living Increases. Effective July 1, 2018, there will be no cost of living adjustment (COLA). Effective July 1 of each year from 2019 through and including 2022 each represented classification will receive a 2% across the board base salary increase (COLA).

For the 2% COLA anticipated to be provided on July 1, 2020 only, if City expenses are expected to exceed budgeted revenues for fiscal year 2020-2021 the City reserves the right to withhold the 2% COLA for that year and

the Association may request to meet and confer regarding what – if any – COLA increase should be provided on July 1, 2020. The City shall notify the Association by May 1, 2020 if it intends to withhold the July 1, 2020, 2% COLA.

The City and Union agree that this provision is not intended to provide for or imply additional COLA increases subsequent to the term of this MOU.

4. Comprehensive MOU

The City and the Association commit to work together to update the last comprehensive MOU between the parties to include all subsequently agreed-upon changes in wages, hours and working conditions, including the terms of this LOU. Both parties agree that any changes to wages, hours and working conditions shall be by written agreement of the parties, only.

5. Remainder of Existing Wages, Hours and Working Conditions Not Affected

Except as modified herein, or by subsequent written agreement of the parties, all existing wages, hours and other terms and conditions of employment shall remain unchanged, in full force and effect, through the term of this agreement.

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

Date: 6/29/18

Date: 6/29/18

CITY OF CALEXICO

CALEXICO POLICE OFFICERS' ASSOC.

David Dale
David Dale, City Manager

Gen A

Denise Garcia
Denise Garcia, HR & RM Manager
