

RESOLUTION NO. 2016-49

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA APPROVING A SIDE LETTER AGREEMENT AMENDING THE EXISTING MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF MARINA AND THE MARINA PUBLIC SAFETY OFFICERS ASSOCIATION (PSOA) AND AUTHORIZE CITY MANAGER TO EXECUTE SIDE LETTER AGREEMENT ON BEHALF OF CITY.

WHEREAS, the existing Memorandum of Understanding between the City of Marina and the Marina Public Safety Officers Association has expired, and;

WHEREAS, the City of Marina and the Marina Public Safety Officers Association have met and conferred and have reached a tentative agreement to approve a Side Letter amending the existing Memorandum of Understanding, and;

WHEREAS, the Side Letter (Exhibit A) amends the Compensation Plan and provides for adjustments to the salary schedule, medical contributions and other terms and conditions of employment, and;

WHEREAS, the City of Marina and the Marina Public Safety Officers Association will be compiling all previous Memorandums of Understanding, Side Letters and Addendums into a comprehensive Memorandum of Understanding and will be bringing this back to the City Council for approval, and;

WHEREAS, the term of the new Memorandum of Understanding will expire on June 30, 2017, and;

WHEREAS, all other terms and conditions of employment contained in the parties previous Memorandum of Understanding, Side Letters and Addendums shall remain in effect, and;

WHEREAS, the estimated cost of all salary and benefit adjustments in the Side Letter is approximately \$100,000 over the term of the agreement, and;

WHEREAS, the cost of the proposed salary and benefit adjustments can be funded from on-going revenues from the General Fund.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Marina do hereby:

1. Authorize the City Manager to execute a Side Letter agreement between the City of Marina and the Marina Public Safety Officers Association, and;
2. Authorize adjustments to City Compensation Plan including adjustments to the salary schedule, medical contributions and other specified terms and conditions of employment specified in the Side Letter, and;
3. Authorize the Finance Director to make appropriate accounting and budgetary entries.

PASSED AND ADOPTED, by the City Council of the City of Marina at a regular meeting duly held on the 19th day of April, 2016, by the following vote:

AYES: COUNCIL MEMBERS: Amadeo, Morton, Delgado

NOES: COUNCIL MEMBERS: O'Connell

ABSENT: COUNCIL MEMBERS: Brown

ABSTAIN: COUNCIL MEMBERS: None

Frank O'Connell, Mayor Pro-Tem

ATTEST:

Anita Sharp, Deputy City Clerk

TENTATIVE AGREEMENT BY AND BETWEEN THE CITY OF MARINA AND THE
MARINA PUBLIC SAFETY OFFICERS ASSOCIATION
April 19, 2016

This Tentative Agreement is entered into by and between the City of Marina (“City”) and the Marina Public Safety Officers Association (“POA”), both parties having met and conferred in good faith to reach agreement for a successor Memorandum of Understanding (“MOU”). The parties tentatively agree to extend the MOU to June 30, 2017, and to amend the MOU as follows:

1. Term (2 year)
 - a. Effective July 1, 2015
2. PERS Retirement (Employee PERS contribution)
 - a. Bargaining unit employees shall pay the remaining entire employee contribution towards PERS (4.5%). Provided that it is cost neutral, effective in the pay period in which the full employee PERS contribution is shifted to the employee, the employee shall receive a 4.5% salary increase (finance department estimates annual cost of this is \$12 per employee).
3. Wages
 - a. 1% increase - **effective January 1, 2015** (effective pay period that includes January 1, 2015)
 - b. 2% increase - effective July 1, 2016 (effective pay period that includes July 1, 2016)
4. Medical (effective January 2016 and January 2017). Add the following amounts to the current City contribution:

<u>Year 1</u>	<u>Year 2</u>
Employee only - \$50	Employee only - \$50
Employee + 1 - \$100	Employee + 1 - \$75
Employee + 2 - \$130	Employee + 2 - \$100
5. Public Safety Officers Skills Pay (10 employees receive @ \$2,990 each annually)
 - a. Eliminate Public Safety Officers classification and assign to Police Officers Classification
 - b. Eliminate Public Safety Officers Skills Pay @ \$2,990 each, **effective July 1, 2016.**
6. Bilingual Pay (4 employees @ \$108.33 each per month, \$1,300 annually)
 - a. Expand pay from 4 to 8 employees (estimated cost \$5,200)
 - b. Require testing process to document proficiency
7. Detectives Schedule
 - a. Approve MOU language that allows Police Chief at his discretion only to approve alternate schedules for Detectives

Except as explicitly provided above, the effective date of these terms shall be as soon as administratively possible following the ratification and adoption of the MOU.

CITY OF MARINA

MARINA PUBLIC SAFETY OFFICERS
ASSOCIATION

By: _____

By: _____

Date: _____

Date: _____

April 15, 2016

Item No. **8g(3)**

Honorable Mayor and Members
of the Marina City Council

City Council Meeting
of April 19, 2016

**CITY COUNCIL CONSIDER ADOPTING RESOLUTION NO. 2016-
AUTHORIZING THE CITY MANAGER TO EXECUTE A SIDE LETTER
AGREEMENT BETWEEN THE CITY OF MARINA AND THE MARINA
PUBLIC SAFETY OFFICERS ASSOCIATION AUTHORIZING
ADJUSTMENTS TO CITY COMPENSATION PLAN AND SALARY
SCHEDULE INCLUDING ADJUSTMENTS TO SALARY AND MEDICAL
CONTRIBUTIONS AND OTHER SPECIFIED TERMS AND
CONDITIONS OF EMPLOYMENT SPECIFIED IN THE SIDE LETTER
AND AUTHORIZING THE FINANCE DIRECTOR TO MAKE
APPROPRIATE BUDGET AND ACCOUNTING ENTRIES**

REQUEST:

It is recommended that the City Council consider:

1. Adopting Resolution No. 2016- authorizing the City Manager to execute a side letter agreement between the City of Marina and the Marina Public Safety Officers Association, and;
2. Authorizing adjustments to City Compensation Plan including adjustments to the salary schedule, medical contributions and other specified terms and conditions of employment specified in the Side Letter, and;
3. Authorizing Finance Director to make appropriate accounting and budgetary entries.

BACKGROUND:

The City of Marina and the Marina Public Safety Officers Association have met and conferred and have reached a tentative agreement to a Side Letter amending the current Memorandum of Understanding between the City of Marina and the Marina Public Safety Officers Association.

The City of Marina and the Marina Public Safety Officers Association are also working on compiling all previous Memorandum of Understandings, Side Letters and Addendums into a comprehensive Memorandum of Understanding. When compiled this comprehensive Memorandum of Understanding will be brought back to the City Council for approval.

ANALYSIS:

The attached Side Letter (Exhibit A) extends the current Memorandum of Understanding through June 30, 2017. The parties have agreed to the following terms and conditions of employment:

1. Term (2 year)
 - a. Effective July 1, 2015
2. PERS Retirement (Employee PERS contribution)
 - a. Bargaining unit "Classic employees" shall pay the remaining entire employee contribution towards PERS (4.5%). Provided that it is cost neutral, effective in the pay period in which the "Classic employee" full employee PERS contribution is shifted to the employee, the employee shall receive a 4.5% salary increase.

3. Wages
 - a. 1% salary increase effective January 1, 2015 (effective pay period that includes January 1, 2015)
 - b. 2% salary increase effective July 1, 2016 (effective pay period that includes July 1, 2016)

4. Medical (effective January 2016 and January 2017). Add the following amounts to the current City contribution:

<u>Year 1</u>	<u>Year 2</u>
Employee only - \$50	Employee only - \$50
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5. Public Safety Officers Skills Pay (10 employees receive @ \$2,990 each annually)
 - a. Eliminate Public Safety Officers classification and assign to Police Officers Classification
 - b. Eliminate Public Safety Officers Skills Pay @ \$2,990 each, **effective July 1, 2016.**
6. Bilingual Pay (4 employees @ \$108.33 each per month, \$1,300 annually)
 - a. Expand pay from 4 to 8 employees
 - b. Require testing process to document proficiency
7. Detectives Schedule
 - a. Approve MOU language that allows Police Chief at his discretion only to approve alternate schedules for Detectives

FISCAL IMPACT:

The estimated fiscal impact for the two year agreement is approximately \$100,000.

CONCLUSION:

This request is submitted for City Council approval.

Respectfully submitted,

Layne Long
 City Manager
 City of Marina