

IN THE CITY COUNCIL OF THE CITY OF SAN LEANDRO

RESOLUTION NO. 2022-

RESOLUTION TO APPROVE AND AUTHORIZE THE CITY MANAGER TO ENTER INTO MEMORANDUM OF UNDERSTANDING SIDE LETTER AGREEMENTS WITH THE SAN LEANDRO POLICE OFFICERS' ASSOCIATION (SLPOA), SAN LEANDRO POLICE MANAGEMENT ASSOCIATION (SLPMA) AND SAN LEANDRO CITY EMPLOYEES ASSOCIATION (SLCEA) TO FACILITATE A STAFFING RETENTION AND RESILIENCY PROGRAM

WHEREAS, the City of San Leandro Police Department is presently facing significant staffing retention issues that require immediate attention; and

WHEREAS, more specifically, the City presently has 21 officer vacancies along with 12 sworn personnel who are on workers' compensation leave, representing an approximately 40% vacancy rate within the Police Department; and

WHEREAS, further compounding these challenges, the emergency dispatch center is presently operating under minimum critical staffing levels, and all 24-hour police department personnel are working extended emergency shift schedules and subject to mandatory overtime; and

WHEREAS, the aforementioned situation is unsustainable over the longer term and is negatively impacting affected employees and their families; and

WHEREAS, although the City is diligently working to recruit and train new Police Department employees, such processes are time and resource intensive; and

WHEREAS, to help address the aforementioned issues, the City Manager proposes to execute a Staffing Retention and Resiliency Program, which would reallocate up to \$20,000 of previously appropriated funds from the Police Department's existing FY 2022-23 operating budget and be directly distributed to certain specified employees within the San Leandro Police Department; and

WHEREAS, implementation of the Retention and Resiliency Program would require Memorandum of Understanding Side Letters Agreements with the San Leandro Police Officers' Association (SLPOA), San Leandro Police Management Association (SLPMA) and San Leandro City Employees Association (SLCEA).

NOW, THEREFORE, the City of San Leandro City Council hereby **RESOLVES** as follows:

1. That the City Manager is authorized to negotiate and execute said Resiliency and Retention Program and related memorandum of understanding side letters of agreement with relevant bargaining groups; and
2. That the City Manager is authorized to reallocate and distribute up to \$20,000 of previously appropriated funds to each eligible employee within the City of San Leandro Police Department; and

3. The City manager is authorized make subsequent revisions that are necessary to successfully implement said memorandums of understanding, side agreements, and compensation plans, subject to approval as to form by the City Attorney.

Introduced by Councilmember _____ and passed and adopted this 5th day of July 2022, by the following vote:

Members of the Council:

AYES:

NOES:

ABSENT:

ATTEST: _____
Leticia I. Miguel, City Clerk

Passed and adopted this 5th day of July, 2022 by the following vote:

Members of the Council:

AYES:

NOES:

ABSENT:

ATTEST: _____
Leticia Miguel, City Clerk