



## Legislation Details (With Text)

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**File #:** 19-652      **Version:** 1      **Name:** Staff Report SLPOA MOU 2020-22  
**Type:** Staff Report      **Status:** Filed  
**In control:** City Council  
**On agenda:** 1/6/2020      **Final action:** 1/6/2020  
**Enactment date:**      **Enactment #:**  
**Title:** Staff Report for a Resolution Approving the San Leandro Police Officers' Association (SLPOA) Memorandum of Understanding 2020-2022  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. SLPOA MOU 2020-2022

Date	Ver.	Action By	Action	Result
1/6/2020	1	City Council	Received and Filed	Pass

Staff Report for a Resolution Approving the San Leandro Police Officers' Association (SLPOA) Memorandum of Understanding 2020-2022

### SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council approve a resolution ratifying the Memorandum of Understanding (MOU) between the City of San Leandro and the San Leandro Police Officers' Association (SLPOA) for the period covering January 1, 2020 through December 31, 2022.

### BACKGROUND

The San Leandro Police Officers' Association (SLPOA) Memorandum of Understanding (MOU) expired on December 31, 2019. The SLPOA represents 84 employees and is comprised of police officers and police sergeants. Over the course of six months, the City's negotiating team and SLPOA representatives met and conferred in good faith over the terms and conditions of employment for a new MOU. A tentative agreement was successfully reached in November 2019.

### Analysis

The agreement was ratified by the SLPOA membership and is presented to the City Council for its approval. The following is a summary of the key provisions from the tentative agreement.

### Term

Three-year term for the period January 1, 2020 through December 31, 2022.

### Compensation

SLPOA employees will receive the following adjustments to base salary:

- 1% increase effective January 1, 2020

- 1.75% increase effective July 1, 2020
- 2.75% increase effective July 1, 2021
- 2% increase effective July 1, 2022
- 1.5% increase effective October 1, 2022

### **Health Benefits**

Effective January 1, 2020, the City's contribution to medical will increase to the amount equivalent to the 2020 Kaiser premium for each level of coverage. Annually thereafter, SLPOA employees will share the cost of health premiums and pay 30% of the annual increase of Kaiser premium rates.

The City will also contribute to the SLPOA's Long-Term Disability insurance equivalent to the amount received by other City employees.

### **Deferred Compensation**

The City shall match an employee contribution into his/her deferred compensation 457 account up to 1% of base salary in 2020 and 1.75% in 2021.

### **Specialty Pays**

- Education Incentive will increase by 0.5% effective 1/1/20 (6.5%), 1% effective 1/1/21 (7.5%), and 0.5% effective 1/1/22 for a total 8% of base salary for those employees who have received their POST Advanced certification.
- Field Technician Pay will increase from \$40 to \$50 per day.
- Bilingual Pay will increase from \$185 to \$200 per month.
- A new Drone Technician Pay of \$15 per shift will be implemented for employees who are certified to operate drone equipment in accordance with FAA regulations.
- Assignment Differential will increase from 3% to 5% for those assigned to Crime Investigation, Traffic or Administration divisions.

The terms of the successor agreement are important components to recruiting and retaining quality employees. A total compensation study of police officers as compared to neighboring public agencies, which included the cities of Alameda, Berkeley, Fremont, Hayward, Livermore, Pleasanton, and Union City, showed the City of San Leandro to be approximately 3% below the median. Competition for top talent is significant as candidate pools have decreased significantly over the years. As more SLPOA employees become eligible for retirement, it is critical to provide a compensation package that maintains the City's market position to support recruitment efforts to attract qualified candidates.

Staff recommends approval of the proposed agreement, which will keep the City of San Leandro competitive in the current labor market.

### **Previous Actions**

- On December 5, 2016, by Resolution No. 2016-163, the City Council approved the prior SLPOA MOU for the period January 1, 2016 through December 31, 2019.

### **Fiscal Impacts**

The tentative agreement will result in a budgetary impact to the City's General Fund of approximately \$4,453,191 for the term of the MOU. The financial impact is approximately \$544,604 in FY 19-20, \$1,313,154 in FY 20-21, \$1,497,455 in FY 21-22, and \$1,097,978 in FY 22-23 ending December 31, 2022.

### **ATTACHMENT**

- San Leandro Police Officers' Association Memorandum of Understanding (MOU)

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