



Legislation Details (With Text)

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Title: Adopt a Resolution to Approve the San Leandro Police Management Association (SLPMA) Memorandum of Understanding for the Period Covering January 1, 2023 through June 30, 2028

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Attachments: 1. Att A - Reso SLPMA MOU, 2. Att B - SLPMA MOU 2023-28

Date	Ver.	Action By	Action	Result
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Adopt a Resolution to Approve the San Leandro Police Management Association (SLPMA) Memorandum of Understanding for the Period Covering January 1, 2023 through June 30, 2028

COUNCIL PRIORITY

- Public Safety
- Infrastructure
- Fiscal Sustainability and Transparency

SUMMARY

In November 2022, the City of San Leandro reached a tentative agreement with the San Leandro Police Management Association (SLPMA) on a Memorandum of Understanding (MOU) with a term of five and one-half years. The SLPMA represents seven employees and is comprised of Police Lieutenants, Police Captain and Assistant Police Chief. The proposed MOU contains changes from the prior agreement’s terms and conditions consisting primarily of wage increases, the addition of cost share towards retirement, as well as changes to specialty incentive pays.

RECOMMENDATIONS

Staff recommends that the City Council approve a resolution approving the Memorandum of Understanding (MOU) between the City of San Leandro and the San Leandro Police Management Association (SLPMA) for the period covering January 1, 2023 through June 30, 2028; and approve appropriations in the operating budget as necessary to implement the terms of the MOU.

BACKGROUND

The current SLPMA MOU expires on December 31, 2022. Beginning in September 2022, the City’s negotiating team and SLPMA representatives conducted six negotiation sessions for a successor agreement. A tentative agreement was successfully reached on November 22, 2022. The City

received notice that SLPMA ratified the agreement on November 23, 2022.

Analysis

The following is a summary of the key provisions from the tentative agreement.

Compensation

- Effective January 1, 2023, a base wage increase of 6%.
- Effective July 1, 2024, a base wage increase of 4%.
- Effective July 1, 2025, a base wage increase of 4%.
- Effective July 1, 2026, a base wage increase of 3%.
- Effective July 1, 2027, a base wage increase of 5%.

Retirement

Employees who are Classic CalPERS members will begin paying an additional “cost share” towards the City’s CalPERS contribution. Employees currently pay 9% toward their retirement.

- Effective January 1, 2023, employees will contribute 1% for a total employee contribution of 10%.
- Effective July 1, 2024, employees will contribute an additional 0.5% for a total employee contribution of 10.5%.
- Effective July 1, 2025, employees will contribute an additional 0.5% for a total employee contribution of 11%.

Deferred Compensation

The City’s matching contribution into an employee’s deferred compensation will increase from 1.75% to 2% of base salary.

Specialty Pays

- Effective July 1, 2023, Longevity pay will be replaced by a new Master Police Manager incentive pay with eligibility criteria including years of law enforcement service, POST certification, education, performance standards, and special assignment.
 - Level I - 2.5% @ 10 years
 - Level II - 5% @ 15 years
 - Level III - 7.5% @ 20 years
- Education Incentive pay will increase by 2%.
- Uniform allowance will increase from \$1,500 to \$1,600 per year.

Holiday

One (1) additional floating holiday will be provided in recognition of the City’s observance of Juneteenth.

Leaves

- Vacation leave - Lateral new hires will accrue at the rate based on their total years of sworn law enforcement experience.
- Parental Leave - 40 hours for the birth, placement or adoption of a child.
- Administrative leave - Increase from 40 hours to 80 hours per year.

Previous Action

- On February 18, 2020, by Resolution No. 2020-014, the City Council approved the prior SLPMA MOU for the period January 1, 2020 through December 31, 2022.

Fiscal Impacts

The MOU is effective January 1, 2023. The terms of the proposed MOU will result in a Fiscal Year 2022-2023 (January 1, 2023-June 30, 2023) cost of \$144,435 but will not impact the City's General Fund unrestricted fund balance, as there is sufficient funding from appropriations in the Fiscal Year 2022-2023 adopted budget to absorb the cost. Costs for the remaining fiscal years affected by the term of the MOU will require Council appropriation as part of actions to be undertaken through subsequent biennial budget processes to the corresponding salary allocations as follows:

- Fiscal Year 2023-2024: \$227,772
- Fiscal Year 2024-2025: \$150,975
- Fiscal Year 2025-2026: \$128,272
- Fiscal Year 2026-2027: \$101,436
- Fiscal Year 2027-2028: \$115,404

ATTACHMENT(S)

- Attachment A: Resolution
- Attachment B: SLPMA MOU with salary schedules

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