



Legislation Details (With Text)

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Staff Report for Resolution Approving the Memorandum of Understanding Between the City of San Leandro and the San Leandro Police Officers' Association (SLPOA)

**SUMMARY AND RECOMMENDATIONS**

It is recommended 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 covering the period of January 1, 2013 through December 31, 2015.

**BACKGROUND**

The SLPOA represents approximately 82 full-time, non-management employees. The previous MOU covered the period January 1, 2011 through December 31, 2012. On February 26, 2013, the City and SLPOA negotiators reached a tentative agreement which was ratified by the employees and is being presented to the City Council for its approval.

**Analysis**

The major elements of the tentative agreement include the following:

**Duration:** Three years, starting January 1, 2013 and ending December 31, 2015.

**Wages:** No wage increase in the first 2013 year of the agreement.  
A four (4%) percent across the salary schedule adjustment effective January 1, 2014.  
A three (3%) percent across the salary schedule adjustment effective January 1, 2015.  
An addition of a 6<sup>th</sup> step (5%) to the salary schedule effective January 1, 2015.

**PERS:** Effective April 1, 2013, employees shall commence paying 3% of the employee contribution and the City shall contribute 6%.  
Effective January 1, 2014, employees shall commence paying 6% of the employee contribution and the City shall contribute 3%.  
Effective January 1, 2015, employees shall commence paying 9% of the employee contribution and the City shall contribute 0%.

Pursuant Public Employee’s Pension Reform Act of 2013 as set forth in Appendix “C” employees hired after January 1, 2013 depending on previous California public agency employment are subject to specific pension formulas and employee contributions.

**Benefits:** The City pays 100% of the 2012 Kaiser cost in 2013 as follows:

<u>Level</u>	<u>City Cost</u>
Employee	\$610.44
2-party	\$1220.88
Family	\$1587.14

Employees will pay 50% of premium increases in 2014 and 2015. For the term of this agreement Opt-out premiums remain unchanged from previous MOU.

**Uniform Allowance:** The City pays \$1,300 for uniform allowance.  
Uniform allowance payments shall be made in a separate check during the month of July.

**Longevity:** City pays 1% increase in longevity pay in 2014 and 2015 as follows:

- Police Officers and Police Sergeants of twenty (20) years of continuous service with the City of San Leandro shall receive four percent (4%) of current base pay.
- Completion of twenty-five (25) years of continuous service with the City of San Leandro shall receive five percent (5%) of current base pay.

**Previous Action**

On September 7, 2010, by Resolution No. 2010-108, the City Council approved the latest MOU, for the period January 1, 2011 through December 31, 2012.

**Fiscal Impacts**

The agreement is effective January 1, 2013 and will save the City of San Leandro approximately \$153,924 in the first year with no wage increase and 3% employee contribution towards PERS. It will save approximately \$102,939 in the second year (2014) with a 4% wage increase and 6% employee contribution towards PERS. It will cost approximately \$304,519 in the final 2015 year with a 3% wage increase, addition of 6<sup>th</sup> step and 9% employee contribution towards PERS. The total cost over the three-year agreement is approximately \$47,655.

**ATTACHMENT(S)**

**Attachment(s) to Staff Report**

None

**Attachment(s) to Legislative File(s)**

- Memorandum of Understanding

**PREPARED BY:** LaTanya Bellow, Human Resources Manager, City Manager's Office