



Legislation Text

File #: 22-668, **Version:** 1

Adopt a Resolution to Approve the San Leandro Police Officers' Association (SLPOA) 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 October 2022, the City of San Leandro reached a tentative agreement with the San Leandro Police Officers' Association (SLPOA) on a Memorandum of Understanding (MOU) with a term of five and one-half years. The SLPOA represents 82 employees and is comprised of Police Officers and Police Sergeants. The proposed MOU contains changes from the prior agreement's terms and conditions consisting primarily of wage increases, additional cost share towards retirement, as well as a new Master Officer incentive pay.

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 Officers' Association (SLPOA) 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 SLPOA MOU expires on December 31, 2022. Beginning in August 2022, the City's negotiating team and SLPOA conducted eight negotiating sessions for a successor agreement. In accordance with City Charter Section 450, a neutral mediator/arbitrator, selected by both parties, then facilitated three mediation sessions. A tentative agreement was successfully reached during the mediation process on October 24, 2022. The City received notice that the SLPOA ratified the agreement on November 9, 2022.

Analysis

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

Compensation

- Effective January 1, 2023, a base wage increase of 5%.
 - In addition, a Step 7 will be added to the salary schedule.

- Effective July 1, 2024, a base wage increase of 3.5%.
- Effective July 1, 2025, a base wage increase of 3.5%.
- Effective July 1, 2026, a base wage increase of 3%.
- Effective July 1, 2027, a base wage increase of 5%.

Retirement

Employee cost share towards the City's CalPERS contribution for Classic PERS members will be increased from 3% to 5% for a total employee contribution of 14%.

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

- Field Training Officer Pay will increase from \$80 to \$100 per day.
- Effective July 1, 2023, Longevity pay will be replaced by a new Master Officer/Sergeant 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

Holiday

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

Leaves

- Vacation leave - Lateral hires will accrue at the rate based on their total years of sworn law enforcement experience.
- Sick leave - Lateral hires may be granted credit half of their sick leave balance from the prior employer up to 160 hours.
- Parental Leave - 40 hours for the birth, placement or adoption of a child.
- Association Release Time - Employees will self-fund a bank of time for designated SLPOA representatives to attend trainings, conferences, and/or seminars related to labor and employee relations.

Health

\$500 per year reimbursement for health and fitness expenses.

Previous Actions

- On January 6, 2020, by Resolution No. 2020-004, the City Council approved the prior SLPOA 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 2022-23 (January 1, 2023-June 30, 2023) cost of \$603,325 but will not impact the City's General Fund unrestricted fund balance, as there is sufficient funding from appropriations in the Fiscal Year 2022-23 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 2023-24: \$1,143,353
- Fiscal Year 2024-25: \$1,198,105
- Fiscal Year 2025-26: \$1,055,469
- Fiscal Year 2026-27: \$1,000,200
- Fiscal Year 2027-28: \$1,087,982

ATTACHMENTS

Attachment A: Resolution

Attachment B: SLPOA MOU with salary schedules

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