



Adoption of Proposed Police Management Association (PMA) MOU

This Evening...

- Presentation of proposed PMA MOU
- Request City Council to approve resolution adopting the MOU and to update the Salary Compensation Plan accordingly

Background

- The PMA contract expired June 30, 2017
- Negotiations have been conducted in good faith and tentative agreements have been reached
- The City Council has been kept apprised of the progress and have provided the appropriate bargaining authority

Section 2.00 Bereavement

- Leave may be taken non-consecutively

Section 3.00 Vacation

- Change the vacation accrual rate as follows
 - 0-3 yrs 0 hrs to 80 hrs
 - 4-8 yrs 40 hrs to 100 hrs
 - 9-13 yrs 80 hrs to 120 hrs
 - 14-18 yrs 120 hrs to 160 hrs
 - 19+ yrs 160 hrs to 200 hrs
- Effective January 01, 2019

Section 9 (C) Compensation

- Effective January 2019 – 3.0% COLA
- Effective January 2020 – 3.0% COLA
- Effective January 2021 – 3.0% COLA

Section 14.0 Duration

- The duration of the MOU is January 1, 2019 – December 31, 2021

Administration

- Certain minor administrative changes have been included to reflect grammar, formatting and to provide clarification.
- All changes are included in the attached redline version

Approval

- The PMA membership voted to approve the contract proposal on 10-09-2019.

Fiscal Impact

- 3 year total cost impact to General Fund is \$575,000

Tonight's Action Items

Adopt Resolution

Resolution of the City Council of the City of Union City Approving and Adopting a Memorandum of Understanding Between the City of Union City and Police Management Association, Authorizing the City Manager to Execute the Memorandum of Understanding and Approving an Amendment to the City's Salary Schedule in Conformance With California Code Of Regulations, Title 2, Section 570.5