



Adoption of Proposed Police Officers Association (POA) MOU

This Evening...

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

Background

- The POA contract expired June 30, 2019
- 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 Compensation

- Effective July 1, 2019 – 3.00% COLA
- Effective January 1, 2020 – 3.00% COLA
- Effective January 1, 2021 – 3.00% COLA

Section 2.00 Compensation (cont)

- Effective July 1, 2019 – 2.50% COLA
 - 2.50% longevity at 12 years has been eliminated

Section 2.11 (B) Specialty Pay

- Effective July 1, 2019 a 5% specialty pay will be given to unit members assigned to the traffic unit

Section 2.11 (C) Specialty Pay

- Effective July 1, 2019 a 7.5% specialty pay will be given to unit members assigned to the Field Training Officer program (FTO)
 - Increase from the previous FTO rate of 5%
 - Reduces the number of FTO's from 13 part time assignments to 8 full time assignments
 - Assignment is a full time responsibility vs previously considered a temporary assignment

Section 4.10 Vacation

- Effective with the first pay period in December 2019, change the vacation accrual schedule as follows
 - 0-3 yrs no change
 - 4-8 yrs no change
 - 9-13 yrs 9-12 yrs
 - 14-18 yrs 13-15 yrs
 - 19+ yrs 16+ yrs

Section 13.00 Duration

- The duration of the MOU is July 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 POA membership voted to approve the proposed MOU changes on 11/06/19.

Fiscal Impact

- 3 year total cost impact to the General Fund is \$3,375,000.

Tonight's Action Item

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 Officers
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