



POLICE OFFICERS' ASSOCIATION (POA)

MEMORANDUM OF UNDERSTANDING

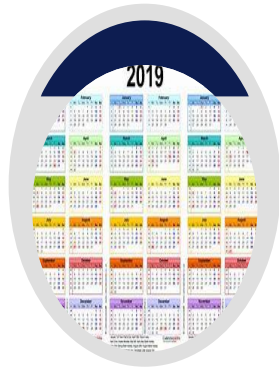


KEY ITEMS



MULTI-YEAR CONTRACT

Multi-year agreement, July 1, 2018 - June 30, 2021



REDUCTION IN PAID LEAVE TIME

- Elimination of California Admissions Day and Christmas Eve Day as employer paid holidays
- Elimination of floating holidays (2 days)
- Conversion of physical fitness incentive from days off to a lump sum



HEALTH BENEFITS

Employer contribution of up to \$1,200 a month (same as MEA and GEA)



SALARY INCREASE COLA

1.6% increase eff. 1/27/19

2.5% increase 7/19

Salary re-opener in third year

FISCAL IMPACT



Year 1 FY 18/19	The annual impact for the remaining part of the first fiscal year is \$32,481. It is initially anticipated that there will be savings in various categories within the Police Department budget to fund this increase. If additional funds are needed, a budget amendment will take place at mid-year.	\$ 32, 481
Year 2 FY 19/20	The total projected annual cost to the General Fund is \$92,013; however approximately \$73,000 of these costs reflect the exchange of paid leave for a COLA. The increased COLA costs could be offset through long-term savings associated with the reduction in cash-outs for paid leave or a decrease in the overtime needed to cover the paid leave of absence.	\$ 92,013
Year 3 FY 20/21	There is no projected additional impact in the third fiscal year. Upon request from the POA, contract may be re-opened to discuss salary only. Any salary changes would be negotiated with Council authority.	
	Total projected cost for multi-year agreement:	\$124,494



QUESTIONS?
