

# Capitola City Council

## Agenda Report



**Meeting:** November 22, 2022

**From:** City Manager Department

**Subject:** Consider Update to the Police Officer Association 2021-2024 Memorandum of Understanding

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**Recommended Action:** Authorize the City Manager to sign an updated 2021-2024 Police Officer Association (POA) Memorandum of Understanding (MOU) including negotiated changes.

**Background:** City Council approved the current Police Officers Association MOU on August 26, 2021. The term of the current MOU is 2021 through 2024.

In Section 5.03: Signing Bonus, the MOU allows “sworn employees hired as a Lateral Officer...a one-time signing bonus of up to \$2,000”. This language was added to the MOU in 2012.

In Section 14.06: Career Officer Program – Police Officers Only, the MOU designates three officer levels: Senior Officer I, Senior Officer II, and Master Officer. These designations are in accordance with standards from 1988. The “Master Officer” designation is no longer used by Capitola Police Department, and current administrative policies refers to the designation at this level as “Corporal,” which is consistent with current best-practices in other law enforcement departments.

**Discussion:** Staff recommends replacing “Master Officer” with “Corporal,” as requested by the POA. Staff also recommends updating the MOU language to allow for an increased signing bonus for lateral hires. The entire MOU, with all proposed updated language in redline, is included as Attachment 1.

It is common for local law enforcement agencies to offer signing bonuses for both lateral and entry level hires (recruits). Currently, our neighboring agencies offer the following signing bonuses:

- Santa Cruz Sheriff’s Office: \$25,000/lateral
- Scotts Valley Police Department: \$20,000/recruit; \$40,000/lateral
- Santa Cruz Police Department: \$10,000/recruit; \$40,000/lateral
- Watsonville Police Department: \$10,000/lateral

Capitola has primarily hired entry level officer in recent years, with the most recent lateral officer hired in 2019.

Recruitment of an entry level officer represents a substantial investment of both time and money for the City, totaling more than \$46,923. The City also has no guarantee that a newly recruited officer will pass the academy or stay employed by the City of Capitola after graduating. The financial cost can be broken down as follows:

- Six-month academy training and City salary: \$6,803/month = \$40,823
- Academy tuition: \$4,600
- Uniform and supplies: \$1,500

Based on the costs for new recruits to attend the Academy, and the bonuses offered by neighboring agencies, staff proposes allowing for up to \$25,000 as a signing bonus. This would be allocated in phased payments to any new lateral hires. The specific language change is included here for quick reference.

Staff has negotiated these changes with the POA and the POA has agreed with the modifications.

### 5.03 SIGNING BONUS

Sworn employees hired as a Lateral Officer after August 5, 2012 may receive a one-time signing bonus of up to \$25,000, ~~upon the successful completion of probation and obtaining regular full-time employment status~~. A Lateral Officer is defined as an applicant who is currently working for a recognized law enforcement agency, has successfully completed the probation period for that agency, and possesses a State of California Basic POST Certificate. The City Manager shall make the determination as to the amount. The amount of the signing bonus shall be specified ~~in the public recruitment notice and in~~ the hire-letter.

Fiscal Impact: Up to \$25,000 in phased payments, per lateral hire. However, that cost is offset by savings of more than \$46,000 in costs for a new recruit to attend the police academy.

Attachments:

1. POA MOU – redlined with proposed changes

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Reviewed By: Andrew Dally, Chief of Police; Julia Moss, City Clerk; Samantha Zutler, City Attorney

Approved By: Jamie Goldstein, City Manager