

# Capitola City Council

## Agenda Report

**Meeting:** May 30, 2024

**From:** City Manager Department

**Subject:** Memorandum of Understanding with the Police Officers Association



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**Recommended Action:** 1) Authorize the City Manager to execute a successor agreement to the existing Memorandum of Understanding with negotiated changes for the Capitola Police Officers Association; and 2) adopt a resolution approving the updated salary schedule, effective June 7, 2024.

**Background:** The City of Capitola's employees are divided into five bargaining groups, with associated agreements. The City's Employee Memoranda of Understandings (MOUs) expire at the end of June 2024. As required by state law, the City has participated in good faith negotiations with the bargaining groups on working conditions, salary, and benefit changes.

**Discussion:** The City of Capitola and all employee bargaining groups began negotiation meetings in March 2024. The City Council gave the City's negotiator fiscal authority based on the City's ten-year budget forecast, the results of a Salary Survey, and known concerns regarding health care plan costs. Each bargaining group has negotiated for items they prioritize.

On May 23, 2024, the Police Officers Association (POA) signed a tentative agreement, which the City Council reviewed in closed session on the same day. A red-lined POA MOU and proposed salary schedule will be included as additional material before the May 30, 2024, Special City Council meeting.

The City negotiator will continue to meet and negotiate with the Association of Capitola Employees and other non-represented groups.

**Fiscal Impact:** An estimate of the POA agreement's fiscal impact will be included in additional material distributed before the May 30 Special City Council Meeting.

**Report Prepared By:** Chloé Woodmansee, Assistant to the City Manager

**Reviewed By:** Julia Gautho, City Clerk; Jim Malberg, Finance Director

**Approved By:** Jamie Goldstein, City Manager