



STAFF REPORT	
SUBJECT: Authorization of an Amendment to the Clearlake Police Officers Association (CPOA) Memorandum of Understanding (MOU) to Modify the Salary	MEETING DATE: Dec. 8, 2022
SUBMITTED BY: Alan D. Flora, City Manager	
PURPOSE OF REPORT: <input type="checkbox"/> Information only <input checked="" type="checkbox"/> Discussion <input checked="" type="checkbox"/> Action Item	

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to authorize the City Manager to sign the CPOA MOU amendment to allow for a salary adjustment.

BACKGROUND/DISCUSSION:

Last June, your Council approved a new contract with the Clearlake Police Officers’ Association (CPOA) covering July 1, 2022 through June 30, 2024. While the City has been successful with recruitment and retention of officers over the past several years, it requires constant attention to contract terms in order to remain competitive. A local agency recently approved a new contract with police officers that causes concern on continued retention and recruitment. Staff met with the CPOA and have agreed two changes to the existing MOU would be beneficial to our shared goal of a stable and fully staffed police department.

The two recommended changes are a 2.5% cost of living adjustment (COLA) effective the first full pay period after January 1, 2023 and adding a sixth step to the salary schedule for police officers. These two actions would cause the Clearlake PD to remain extremely competitive locally.

OPTIONS:

1. Authorize the City Manager to sign Amendment No. 1 to the CPOA MOU related to salary adjustments.
2. Other direction

FISCAL IMPACT:

None \$30,000 Budgeted Item? Yes No
 Budget Adjustment Needed? Yes No If yes, amount of appropriation increase: \$
 Affected fund(s): General Fund Measure P Fund Measure V Fund Other:

Comments:

STRATEGIC PLAN IMPACT:

- Goal #1: Make Clearlake a Visibly Cleaner City
- Goal #2: Make Clearlake a Statistically Safer City
- Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities
- Goal #4: Improve the Image of Clearlake
- Goal #5: Ensure Fiscal Sustainability of City
- Goal #6: Update Policies and Procedures to Current Government Standards
- Goal #7: Support Economic Development

SUGGESTED MOTIONS:

Move to authorize the City Manager to execute Amendment No. 1 to the 2022-2025 CMEA MOU.

- Attachments:** 1) 2022-2024 CPOA MOU
2) Proposed Amendment No. 1