



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of a Memorandum of Understanding between the City of Clearlake and the Clearlake Police Officers Association for the period July 1, 2022 to June 30, 2024

MEETING DATE:

SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Police Officers Association (POA) for the period of July 1, 2022 through June 30, 2024 and authorize the City Manager to sign.

BACKGROUND/DISCUSSION:

The City negotiation team has been meeting with the POA towards drafting a new MOU. The current MOU expires June 30, 2022. This report summarizes the tentative agreement negotiated in good faith with POA representatives in accordance with the Meyers-Milias-Brown Act regarding salaries, benefits and other terms and conditions of employment.

A summary of the tentative agreement is as follows:

- Term: A two-year agreement effective July 1, 2022 through June 30, 2024
- Wage Increase: A 4% base salary rate increase effective the first day of the pay period commencing on or after July 1st, 2022. A 3% base salary rate increase effective the first day of the pay period commencing on or after July 1st, 2023
- Health In Lieu Payment: Current unit members and those hired before July 1, 2022 will be eligible to receive the current health in-lieu payment benefit of 50% of the City's contribution towards employee's health care plan, but the payment is capped at the current dollar amount paid effective 06/30/22. All other employees effective July 1st will receive a \$200 stipend health in-lieu payment.
- Detective and Lead Dispatcher assignments added to positions eligible for Special Duty pay. Detective is currently receiving Special Duty pay and is formalized within the MOU with this addition of language. Field Training Officer position removed from 15% max of special duty pay.
- Wellness stipend of \$200 per fiscal year, reimbursement for costs related to wellness and stress management.
- Employees on leave over 30 days would have shifts assigned administratively when they return to work rather than signing up for shift selection.

- Clarifying language in several areas of the MOU, including callout/call back pay, grievance procedures, merit increases/status changes, and bilingual pay qualifications.

A redlined version of the MOU will be provided to the Council next week.

OPTIONS:

1. Move to approve the POA MOU and authorize the City Manager to sign.
2. Other direction

FISCAL IMPACT:

☐ None ☐ \$ 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: If approved, the FY 2022-23 Budget reflects the salary increases requested by the bargaining units.

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 approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Police Officers Association (POA) for the period of July 1, 2022 through June 30, 2025 and authorize the City Manager to sign.

☒ **Attachments:** 1) Redlined Memorandum of Understanding (to be inserted)