



STAFF REPORT

MEETING DATE: April 10, 2024

PRESENTER: John Jansons, City Manager

SUBJECT: Ratifying the Consolidated Memorandum of Understanding between the City of Kerman and Kerman Peace Officers Association (JAJ)

RECOMMENDATION: Council by motion adopt a resolution to ratify the Consolidated Memorandum of Understanding by and between the City of Kerman and the Kerman Peace Officers Association.

DISCUSSION:

In the current Memorandum of Understanding (MOU) by and between the City of Kerman and the Kerman Peace Officers Association (KPOA), in effect from July 1, 2021 through June 30, 2024, the parties agreed to work together to prepare a consolidated MOU. The reason for that was that the last complete MOU between the parties was the 2009 MOU. Having to sort through multiple documents created inefficiencies for both the City and KPOA. Additionally, at different times there have been two bargaining units: one representing the sergeants and one representing the rank and file.

The City Attorney reviewed and assembled all relevant recent documents (side letter agreements, amendments and prior MOUs) for the now merged KPOA and consolidated those documents into the Consolidated MOU presented here as Exhibit A to the Resolution.

The Consolidated MOU and its predecessor documents, were reviewed by and verified by Human Resource staff for accuracy and completeness without issue. Both the assembled predecessor documents and the subsequent Consolidated MOU were presented to, and discussed with, the KPOA Executive Committee with no additions or concerns.

Ratification of the Consolidated MOU memorializes this consolidation and facilitates an ease of review going forward by way of a single document. This Consolidated MOU now replaces and supersedes all prior documents and understandings between the City and the current KPOA.

FISCAL IMPACT:

There is no fiscal impact in approving the Consolidated MOU.

ATTACHMENTS:

A. Resolution and Exhibit 'A'

RESOLUTION NO. 24-__

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN RATIFYING A CONSOLIDATED
MEMORANDUM OF UNDERSTANDING BY AND BETWEEN
THE CITY OF KERMAN AND THE KERMAN PEACE OFFICERS ASSOCIATION**

RECITALS

WHEREAS, in 2021 a Memorandum of Understanding (MOU) was executed by and between the City of Kerman and the Kerman Peace Officers Association (KPOA), and

WHEREAS, the City of Kerman historically recognized two public safety bargaining units (the Kerman Public Safety Employees Association ("KPSEA") and the Kerman Public Safety Sergeants Association ("KPSSA") and negotiated separately with each; and

WHEREAS, at times one Memorandum of Understanding ("MOU") was used to memorialize agreements with the two public safety associations and at other times one MOU was used; and

WHEREAS, effective July 1, 2017 through June 30, 2021, the City entered separate MOU's with KPSEA and KPSSA; and

WHEREAS, on October 28, 2020, the City Council adopted Resolution No. 20-90 approving and recognizing the Kerman Peace Officers Association as the employee group representing City of Kerman Police Department Employees formerly represented by the Kerman Public Safety Employees Association (KPSEA) and the Kerman Public Safety Sergeants Association (KPSSA); and

WHEREAS, the City and KPOA met and conferred on a Successor MOU with KPOA and agreed to enter into an MOU effective July 1, 2021, through June 30, 2024 with the understanding that they would continue to meet to create a Consolidated MOU comprised of terms and conditions in the prior KPSEA and KPSSA MOUs ("Prior MOUs"); and

WHEREAS, the City has met with the KPOA Executive Committee to review the assembled prior documents and the new Consolidated MOU and KPOA concurs with the Consolidated MOU; and

WHEREAS, this MOU represents the Consolidated MOU for July 1, 2021, through June 30, 2024.

NOW, THEREFORE, THE CITY OF KERMAN CITY COUNCIL RESOLVES THAT:

SECTION 1. The above recitals are true and correct and incorporated herein by reference.

SECTION 2. The Council ratifies the Consolidated MOU attached hereto as Exhibit A and incorporated by reference.

SECTION 3. The City Manager is authorized to execute the Consolidate MOU on behalf of the City.

SECTION 4. The Consolidated MOU is effective upon adoption of this Resolution.

The foregoing resolution was adopted by the Kerman City Council at the regularly scheduled meeting held on the 10th day of April 2024, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

The foregoing resolution is hereby approved.

Maria Pacheco
Mayor

ATTEST:

Josie Camacho
Interim City Clerk