

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
DANIELLE MAHONEY, ASSISTANT CITY MA
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUM
SUBJECT: POLICE OFFICER NEGOTIATION UPDATE
DATE: SEPTEMBER 24, 2025

Mayor and Council –

During Monday's meeting, we were incorrect in the statement that "everything" is back on the table during arbitration. The 1% /year increase to their DC has been previously agreed to. We'll work within those parameters when we file and keep Council up to date on the progress, to include the "last best" offer.

- Victor

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I wanted to follow up on Monday's meeting.

When preparing for our Executive Session this past Monday, the bargaining team anticipated that discussions would center around wages and health care and prepared accordingly.

Because of that, an important item was overlooked. At the start of negotiations we discussed with administration, and City Council, the strong possibility the Union's bargaining team would seek to get back the Defined Benefit plan during negotiations. This has occurred in a number of other communities. We discussed the financial ramifications to the City, for this group, as well as other employee groups in the City, if that occurred. Council expressed its strong support in resisting a Defined Benefit plan and protecting our present retirement model. We bargained accordingly.

After our previous meeting with City Council, and our internal follow up meeting with attorney Shifman, and the bargaining team, it was the bargaining team's understanding that the issue of city contributions to the Defined Contribution plan was not an active issue for City Council as long as it was consistent with the overall financial parameters established by Council. All offers have been within the Council's financial parameters and have included this proposal.

As we began preparing for binding arbitration, the City had to determine what they could agree to in order to reduce the number issues that ultimately were in front of the arbitrator and help us to succeed in arbitration. This is called Stipulating to issues/tentative agreements discussed in negotiations. This item was one of them.

Consistent with our obligation to bargain in good faith, the Stipulated Issues were prepared by the Union and Attorney Shifman and were discussed with Administration and the bargaining team. This list of Stipulated Issues contained, among other items, the increased city contribution to the police officer's Defined Contribution plan. It also included the Union dropping its proposal on pension. This list of Stipulations was sent to the Union.

The bargaining team, including Attorney Shifman, believe this was a positive move for the City to take, and viewed this as consistent with the Council's direction. This 401 proposal has been part of the City's economic proposal throughout negotiations.

In light of that, the discussions on Monday evening took me, as well as the rest of the bargaining team by surprise, in that we all were coming to that meeting with the expectation that we would be focusing on wages and health care.

The lack of discussion surrounding this Stipulated Issue was by no means an attempt to undermine the Council's authority. Again, we viewed resolution of this issue as consistent with Council's direction. I apologize for conveying any different impression.