

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
DANIELLE MAHONEY, ASSISTANT CITY MANAGER
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES
SUBJECT: POLICE OFFICER NEGOTIATION UPDATE
DATE: JUNE 11, 2025

Mayor and Council –

A quick update on the status of negotiations with POLC. A mediator is now involved and we have another meeting set for July 2nd.

- Victor

CONFIDENTIAL

I wanted to provide a quick update on the status of our negotiations with the Police Officer group (represented by the Police Officers Labor Council or POLC).

As requested by the labor group the negotiations have now engaged the assistance of a mediator that is assigned by the state. On Monday, June 10th both parties met with the mediator.

After several hours of each party discussing the status of negotiations, the mediator recommended scheduling a second date, at which time both parties should be prepared to provide a counter offer to settle. The next session with the mediator is scheduled for Wednesday, July 2nd.

We will prepare a counteroffer to the union, which stays within our previously authorized parameters of six percent (6%) overall per year.

I will keep you updated as to future developments as they occur.