

# MEMORANDUM



**TO:** VICTOR CARDENAS, CITY MANAGER  
DANIELLE MAHONEY, ASST. CITY MANAGER

**FROM:** TIA GRONLUND-FOX, HR DIRECTOR

**SUBJECT:** POLICE COMMAND NEGOTIATION UPDATE

**DATE:** APRIL 30, 2026

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## CONFIDENTIAL

We had our first mediation session with the Police Command group on Monday, April 27th.

In mediation, the two sides are in separate conference rooms, and the mediator moves between them. The mediator began the session with the Command team to become familiar with their proposals and to gauge what was most important to them. Following his discussion with the union, he met with the City team, who advised the mediator of our financial constraints over the next three years and informed him that the City is determining a course of action over that time frame, including the possibility of downsizing.

After speaking with the union, the mediator advised us that the union's primary issue was the wage differential. As a reminder, the differential would add language to the union contract, enshrining a sergeant's wage at 17% above the highest-paid police officer (\$102,924 as of 7/1/26), and a lieutenant's pay at 10% above a sergeant's pay. The other issue raised during their conversation was the 2% COLA that the union forgone in 2024.

We discussed our ability to pay with the mediator, which is one of the primary factors the arbitrator would consider if we were to find ourselves in a 312 binding arbitration case.

The mediator encouraged the City to make a counteroffer to the union that mirrored the Police Officer (POLC) wage settlement (5%, 4%, 4%). I advised the mediator that we did not have that authority. The mediator then advised us that, in his opinion, if the City were to present our case before a 312 arbitrator, the Command group would receive, at a minimum, the settlement that the City approved for the police group. As previously indicated, the budget for fiscal year 26/27 includes a 4% wage adjustment for this group. For comparison purposes, the difference between a 4% and a 5% wage increase for this group is approximately \$14,000. This does not include estimated overtime or pension costs.

The union also did not provide a counteroffer at that time. The parties agreed to set another date and are prepared to present counteroffers at that time. I am waiting for the union to provide me with their availability.

The team is looking for further direction regarding the mediator's recommendation prior to the next mediation date.