

RESOLUTION NO. 21-_____

Resolution Of The City Council Of The City Of Emeryville Approving A Side Letter Of Agreement Between The City Of Emeryville And Emeryville Police Officers' Association Regarding Vacation Accrual

WHEREAS, the City continuously recruits for lateral Police Officers from other public agencies to fill Police Officer vacancies; and

WHEREAS, recruiting lateral Police Officers from other agencies is challenging as the Memorandum of Understanding (MOU) between the City of Emeryville (City) and Emeryville Police Officers' Association (EPOA) for the period 2019-2022 provides no incentive to lateral Police Officers to make the decision to leave another agency for the City of Emeryville; and

WHEREAS, for several years, the City has realized this challenge and has determined what may be a valuable incentive for Police Officers looking for lateral opportunities is vacation credit for prior years of relevant public service; and

WHEREAS, MOU Section 11.2.A. Vacation Accrual provides the vacation accrual rates for newly hired employees to the City. The section indicates that based on a tiered system, employees who begin employment will receive an annual vacation accrual rate at 80 hours for years of employment 0 – end of 4 years; 120 hours for years 5 – end of 9 years; 160 hours for years 11 – end of 20 years; and 200 hours for 21 plus years; and

WHEREAS, lateral Police Officers who apply for employment with the City receive the bottom tier of vacation accrual at 80 hours per year and receive no credit for prior service with another public agency; and

WHEREAS, after consultation with EPOA Board Members, a side letter of agreement has been prepared addressing this matter will provide lateral police officers with an incentive to join the City of Emeryville Police Department, which will have no impact on the annual vacation selection provided to EPOA members which is based on seniority (either based on hire date or internal promotion date); now, therefore, be it

RESOLVED, by the City Council of the City of Emeryville adopts a side letter of agreement with EPOA, in the form attached hereto as Exhibit A, which reflects that lateral Police Officers shall receive vacation accrual credit for relevant service time with another public service agency when being hired with the City as a Police Officer

ADOPTED, by the City Council of the City of Emeryville at a regular meeting held Tuesday, March 16, 2021, by the following vote:

AYES: _____
NOES: _____
ABSTAIN: _____
ABSENT: _____

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:


CITY ATTORNEY