



City of Emeryville

CALIFORNIA

MEMORANDUM

DATE: March 6, 2018

TO: Carolyn Lehr, City Manager

FROM: Lisa Lopez, Human Resources Director

SUBJECT: Resolution Of The City Council Of The City Of Emeryville Approving And Authorizing The City Manager To Execute A Memorandum Of Understanding Between The Emeryville City Council And The Emeryville Police Officers' Association (EPOA) With A Term Effective July 1, 2017 Through June 30, 2019

STAFF RECOMMENDATION

Staff recommends that the City Council of the City of Emeryville adopt the enclosed resolution respectively approving and authorizing the City Manager to enter into a Memorandum of Understanding (MOU) between the Emeryville City Council and the Emeryville Police Officers' Association (EPOA) for the term of July 1, 2017 through June 30, 2019, and amending the Classification and Compensation Plan to implement the negotiated general wage increase effective July 1, 2017 and July 1, 2018.

BACKGROUND

On April 18, 2017, the City bargaining team was provided authorization to commence negotiations with EPOA representatives in an effort to reach a successor agreement. The parties first met May 24, 2017, met in good faith for seven months and have reached a tentative agreement on wages and terms and conditions of employment. The City representatives were notified on January 22, 2018, that 100% of EPOA Members voted to ratify the tentative agreement.

DISCUSSION

The new MOU with the EPOA bargaining unit would be effective upon adoption by the City Council, and would cover the term of July 1, 2017 to June 30, 2019. Significant provisions of the MOU include the following terms:

1. Salary Increase: EPOA represented employees will receive a three percent (3%) general wage increase retroactive to July 1, 2017; and on the first day of the first pay period beginning on or after July 1, 2018.
2. Retirement: Effective June 30, 2018, or as soon as practicable after the City Council ratifies this Agreement, the employees will pay an additional one percent

(1%) of their earnable or pensionable compensation, whichever applies based on their pension tier membership, toward the Employer's CalPERS contribution.

3. Education: Effective January 1, 2018, the Education Incentive Rate for employees with an A.A. Degree or Intermediate P.O.S.T certificate will be increased by one percent (1%) to a total of three and one-half percent (3.5%). Effective January 1, 2018 the Education Incentive Rate for employees with a B.A. or B.S. Degree or an Advanced P.O.S.T certificate will be increased by one percent (1%) to a total of six percent (6%).
4. Holidays: An employee who, at the time of the holiday, is assigned to the Professional Services unit and is scheduled off duty for the holiday will be compensated for their entire shift as holiday pay without charge to their vacation or other accumulated paid leave.
5. Term: A two-year agreement between the City and EPOA, covering the period July 1, 2017 to June 30, 2019.

FISCAL IMPACT

For Fiscal Year 2017-18, the cost of the agreement will be an increase to salaries and benefits in the amount of \$210,746; for Fiscal Year 2018-19, the compounded increase will cost \$371,477.

The above costs are incorporated into the current two-year 2017-19 budget. The costs covering future wage increases will be addressed during the 2019-21 budget planning process.

CONCLUSION

It is recommended that the City Council of the City of Emeryville adopt the attached resolution approving and authorizing the City Manager to enter into the Memorandum of Understanding between the City and EPOA, effective upon execution for the period July 1, 2017 through June 30, 2019.

PREPARED BY: Lisa Lopez, Human Resources Director

**APPROVED AND FORWARDED TO THE
CITY COUNCIL OF THE CITY OF EMERYVILLE:**



Carolyn Lehr, City Manager

Attachments:

1. Draft Resolution
2. Memorandum of Understanding between the City and EPOA