



# City of Emeryville

CALIFORNIA

## MEMORANDUM

**DATE:** July 9, 2019  
**TO:** Christine Daniel, City Manager  
**FROM:** Lisa Lopez, Human Resources Director  
**SUBJECT:** Resolution Of The City Council Of The City Of Emeryville Approving A Memorandum Of Understanding Between The Emeryville City Council And The Emeryville Police Officers' Association With A Term Effective July 1, 2019 Through June 30, 2022

### RECOMMENDATION

It is recommended that the City Council of the City of Emeryville adopt the enclosed resolution approving and authorizing the City Manager to enter into a Memorandum of Understanding (MOU) between the City of Emeryville and the Emeryville Police Officers' Association (EPOA) for the term of July 1, 2019 through June 30, 2022, and amending the Classification and Compensation Plan to implement the negotiated general wage increase effective July 1, 2019, July 1, 2020 and July 1, 2021.

### BACKGROUND

On January 15, 2019, 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 on February 12, 2019, and continued meeting for five months until reaching a tentative agreement on wages and terms and conditions of employment. The City representatives were notified on June 26, 2019 that 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, 2019 to June 30, 2022. Significant provisions of the MOU include the following terms:

1. Salary Increase: EPOA represented employees will receive three percent (3%) general wage increases effective July 1, 2019 and July 1, 2020; and a two-and-three-quarters percent (2.75%) general wage increase on July 1, 2021.
2. Education: Effective July 1, 2020 the Education Incentive Rate for employees with an A.A. Degree or Intermediate P.O.S.T certificate will be increased by one-and-one half percent (1.5%) to a total of five percent (5.0%). Effective July 1, 2020 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-and-one half percent (1.5%) to a total of seven-and-a-half percent (7.5%).

3. Joint Labor Management Committee: The parties agree to continue the Joint Labor Management Committee (“JLMC”) meetings to discuss topics currently of interest to the parties, including but not limited to topics which emerge during any grievance proceeding. The Chief of Police, Director of Human Resources and the Association will meet as needed to discuss the JLMC framework. Discussion of topical areas by the JLMC does not replace the meet and confer process nor does it modify agreements set forth in the MOU and does not replace the grievance process contained in this Agreement.
4. Release Time for Association Officials: The City shall provide up to forty (40) hours of paid Association leave time per calendar year to attend conferences and seminars of interest and benefit to the Association and its membership.
5. Term: A three-year agreement between the City and EPOA, covering the period July 1, 2019 to June 30, 2022.

### **FISCAL IMPACT**

For fiscal year 2019-20, the cost of the agreement will be an increase to salaries and benefits in the amount of \$215,409; for fiscal year 2020-21, the compounded increase will cost \$510,976; for fiscal year 2021-22, the compounded increase will cost \$709,673.

The above costs are incorporated into the current two-year fiscal year 2019-21 budget. The costs covering future wage increases will be addressed during the 2021-23 budget planning process.

### **STAFF COMMUNICATION WITH THE PUBLIC**

There was no staff communication with the public.

### **CONCLUSION**

It is recommended that the City Council of Emeryville adopt the attached resolution respectively 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, 2019 through June 30, 2022.

**PREPARED BY:** Lisa Lopez, Human Resources Director

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



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Christine Daniel, City Manager

**ATTACHMENTS**

- Resolution of Emeryville City Council authorizing the City Manager to enter into a MOU between the City and EPOA for the period July 1, 2019 to June 30, 2022
- Memorandum of Understanding between the City and EPOA