



Legislation Details (With Text)

File #: ID17-1066 **Version:** 1 **Name:**
Type: Action Item **Status:** Passed
File created: 7/27/2017 **In control:** City Council
On agenda: 8/17/2017 **Final action:** 8/17/2017
Title: ***Adopt the Amended Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association (FPOA) for Unit 4 - Non-Management Police, effective June 26, 2017 (Subject to Mayor's Veto)
Sponsors: Personnel Services Department
Indexes:
Code sections:
Attachments: 1. Unit 4, FPOA Basic MOU REVISED - REDLINE.pdf, 2. Unit 4, FPOA Basic MOU REVISED - FINAL.pdf, 3. Cost Estimate of Revised MOU.pdf

Date	Ver.	Action By	Action	Result
8/17/2017	1	City Council	approved	Pass

REPORT TO THE CITY COUNCIL

August 17, 2017

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SUBJECT

***Adopt the Amended Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association (FPOA) for Unit 4 - Non-Management Police, effective June 26, 2017 (Subject to Mayor's Veto)

RECOMMENDATION

It is recommended Council approve the Amended Memorandum of Understanding (MOU) between the City and FPOA which represents Unit 4, Non-Management Police, represented by FPOA.

EXECUTIVE SUMMARY

Council approved a successor MOU between the City and FPOA on June 29, 2017. FPOA requested revisions to the approved MOU. The attached Amended MOU includes revisions subsequently agreed to by the City and FPOA.

BACKGROUND

The City and FPOA have agreed to revisions to the MOU approved by Council on June 29, 2017. The revisions, all in Chapter 7 of the Amended MOU, are summarized below.

- Retired employees under Tier 1 of the Fire and Police Retirement System who have elected the rank method for determining adjustments to retirement income to receive an adjustment due to creation of a new G Step.
- Sergeants who were promoted in the past year and are at D Step to be placed at E Step in order to rectify an inequity with newly promoted Sergeants being placed at E Step.
- Only those assigned as pilots would receive premium pay for obtaining a pilot's license in Skywatch.
- Employees on court appearance standby duty can elect to receive compensatory time off (CTO) in lieu of pay.
- Sergeant shifts which are vacant for five hours or less can be filled by an employee in a Corporal assignment.
- Chief's Exemptions for Special Units must be tracked and a copy provided to FPOA.

In addition, items which have no current relevance, such as the wellness program, holiday leave cash outs prior to FY 2016 were deleted and numbering is updated accordingly.

The City Attorney's Office has approved the revisions to the MOU as to form.

ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

LOCAL PREFERENCE

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

FISCAL IMPACT

The salary and benefit cost in FY 2018 for advancing Sergeants currently at the D Step to the E Step is approximately \$24,000.

Attachments:

City of Fresno - FPOA MOU - Redline
City of Fresno - FPOA MOU - Final
Costing for Revised MOU