



## Legislation Details (With Text)

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**Title:** Actions pertaining to the Fresno Police Officers Association (FPOA) for Unit 9, FPOA Management  
1. \*\*\*Adopt a Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association (FPOA) for Unit 9 - FPOA Management (Subject to Mayor's Veto)  
2. \*\*\*RESOLUTION: Adopt the Third Amendment to FY 2018 Salary Resolution No. 2017-176, amending salaries in Exhibit 9, Unit 9 - Police Management (FPOA), as required by the Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association (Subject to Mayor's Veto)

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. \_Unit 9, FPOA Mgmt MOU Draft Redline.pdf, 2. \_Unit 9, FPOA Mgmt MOU Draft Final.pdf, 3. FPOA-Mgmt Cost of MOU 2017.pdf, 4. Resolution - 3rd Amend to FY18 Salary Resolution.pdf, 5. Salary Tables - 3rd Amend to FY18 Salary Resolution\_REDLINE.pdf, 6. Salary Tables - 3rd Amend to FY18 Salary Resolution\_FINAL.pdf

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

## REPORT TO THE CITY COUNCIL

**August 17, 2017**

**FROM:** JEFF CARDELL, Director  
Personnel Services Department

**BY:** KEN PHILLIPS, Labor Relations Manager  
Personnel Services Department

Actions pertaining to the Fresno Police Officers Association (FPOA) for Unit 9, FPOA Management  
1. \*\*\*Adopt a Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association (FPOA) for Unit 9 - FPOA Management (**Subject to Mayor's Veto**)  
2. \*\*\*RESOLUTION: Adopt the Third Amendment to FY 2018 Salary Resolution No. 2017-176, amending salaries in Exhibit 9, Unit 9 - Police Management (FPOA), as required by the Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association (**Subject to Mayor's Veto**)

## RECOMMENDATION

It is recommended Council: (1) approve the attached Memorandum of Understanding (MOU) to implement wages, hours and other terms and conditions of employment for City employees in Unit 9, FPOA Management, represented by FPOA; and (2) adopt the third Amendment to the Fiscal Year 2018 Salary Resolution No. 2017-176 to amend salaries in Exhibit 9.

## EXECUTIVE SUMMARY

The City and FPOA reached a tentative agreement on a successor MOU which will replace the MOU that expires on June 30, 2017. The MOU provides for an agreement through June 23, 2019, increases to salaries and ranges, and other changes in terms or conditions of employment. To implement the MOU it is necessary to approve the Third Amendment to FY 2018 Salary Resolution No. 2017-176, amending Exhibit 9 to implement adjustments to salaries and ranges as stated in the MOU. The MOU and Salary Resolution Amendment are retroactively effective June 26, 2017.

## BACKGROUND

The City and FPOA Management started meeting in June 2017 to work towards reaching agreement on a successor MOU. The parties reached a tentative agreement on July 25, 2017. Members of the Unit ratified on July 28, 2017.

Major points of the attached MOU are summarized below:

- **Term:** Two years. June 26, 2017 to June 23, 2019. (Beginning of first pay period in FY 2018 to end of the last pay period in FY 2019.)
- **Wages:**
  1. Establishes a new "G" Step, 5% above "F" Step effective first pay period in FY 2018.
  2. 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 the new G Step.
  3. Adjust the "F" Step to bring it 5% above the "E" Step consistent with steps "A" through "E."
  4. 3% general wage increase effective June 25, 2018, the first pay period in FY 2019.
- **Pension Changes:** Actuarial studies to be prepared on Tier 1 DROP members and retirees, on a buy back option for "Dissolution or Legal Separation" for Tier 1 and Tier 2; and, on a retirement formula of 3% @ 57. Actuarial costs to be shared. Limited reopener on changes after actuarial studies.
- **POST Certificate Pay:** Increase from 4% to 8% for members holding a Supervisory P.O.S.T. Certificate. Prior to promoting to Lieutenant, Sergeants receive 8% for an Advanced POST Certificate. This increase for Supervisory POST ensures that a newly promoted Lieutenant would not receive a decrease in POST premium pay if the Lieutenant obtains a Supervisory POST certificate.
- **Service Uniform Allowance:**
  1. Increase uniform allowance by \$300 for wool uniforms.

2. Provide a \$500 non-pensionable uniform stipend upon promotion to unit.

- **Special Events Pay:** When the Master Fee Schedule is amended as part of the annual update, \$600 for Lieutenants, \$700 for Captains, and \$800 for Deputy Chiefs assigned to special detail assignments in addition to the normal work week.
- **Sick Leave:** Restore sick leave accruals to 8 hours per month. Amend language in accordance with changes to State law.
- **Management Leave:** Rename Administrative Leave as Management Leave consistent with other management units. Increase annual hours and cash out from 60 hours to 72 hours for Lieutenants and Captains, and from 60 hours to 90 hours for Deputy Chiefs.
- **Field Commander Assignments:** \$600 for an additional full 10-hour shift above the normal work week for Lieutenants and Captains assigned as Field Commanders.
- **Take Home Vehicles:** In accordance with current practice, Lieutenants, Captains, and Deputy Chiefs may elect to be assigned a take-home vehicle in lieu of a transportation allowance with the authority of the Chief of Police.

In addition to the above, there was language clean up throughout the MOU, much of which resulted from a review of MOUs by the City Attorney's Office.

The City Attorney's Office has approved the new MOU and the Salary Resolution Amendment 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

Approval of the MOU and Salary Resolution Amendment will result in an additional salary and benefit expenses of approximately \$248,459 to the General Fund in Fiscal Year 2018, and approximately \$403,623 to the General Fund in Fiscal Year 2019.

Attachments:

City of Fresno - FPOA-Mgmt MOU - Redline

City of Fresno - FPOA-Mgmt MOU - Final

Costing for Proposed MOU

Resolution - Third Amendment to FY 2018 Salary Resolution No. 2017-176

Salary Tables - Third Amendment to FY 2018 Salary Resolution No. 2017-176 - Redline

Salary Tables - Third Amendment to FY 2018 Salary Resolution No. 2017-176 - Final