



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: September 6, 2016

TO: Mayor and Councilmembers

FROM: City Administrator's Office

SUBJECT: Introduction Of Ordinance For Memorandum Of Understanding With Police Unit

RECOMMENDATION:

That Council Ratify the Memorandum of Understanding between the City and the Santa Barbara Police Officers' Association by introduction and subsequent adoption of, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Adopting A Memorandum of Understanding Between the City of Santa Barbara and the Santa Barbara Police Officers Association for the Period of July 1, 2016 through June 30, 2019.

DISCUSSION:

City and Police union negotiators have reached a tentative agreement for a new three-year Memorandum of Understanding (MOU), consistent with the authority provided to City negotiators by the City Council. The agreement was ratified by the membership of the Police Officers Association (POA) on July 14, 2016.

Salary Increases

Under the proposed agreement, employees will receive the following across-the-board salary increases.

Date	Sworn Increases	Non-Sworn Increases
July 9, 2016	3.0%	3.0%
July 8, 2017	3.0%	3.0%
July 7, 2018	3.0%	3.0%

Convert Specialty Assignment Pay to Base Salary

The agreement includes cost-neutral changes to convert the specialty assignment special pay program to a base salary program. A specialty assignment (or "Senior Officer") program has existed for several decades that pays officers 2% additional

salary for assuming certain specialty assignments for a fixed period of time, which varies by assignment, but is generally for several years. After completing the specialty assignment, the officer retains the specialty pay, even after transferring to a different assignment, but may be called upon to perform the assignment at any time if needed. An officer can earn a maximum of 6% in additional salary for completing three or more specialty assignments and remaining available to serve in the specialty capacities.

In this agreement, we have converted the specialty pay program to a base salary program to reflect the nature of the pay as an enduring salary upgrade. Most other details of the program will remain unchanged. This change will also improve transparency, as the pay will be reflected in the City's salary schedule and be more closely align the program with CalPERS payroll reporting requirements. This will not change the City's cost significantly, or the City's current pension treatment of the program.

Other Changes

Administrative changes and updates will also be included. These include clarifications of the family sick leave policy, a re-opener to deal with any unexpected health insurance impacts of the Affordable Care Act, modifications to the catastrophic leave policy, a 30-day deadline for filing grievances, and updates to stale dates and language in the agreement.

BUDGET/FINANCIAL INFORMATION:

This package will increase General Fund labor costs by \$618,876 in Fiscal Year 2017, and by \$2,072,292 on an ongoing basis for the three year agreement. Substantially all of these costs are charged to the General Fund.

SUBMITTED BY: Kristine Schmidt, Director of Administrative Services

APPROVED BY: City Administrator's Office