



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: February 14, 2017

TO: Mayor and Councilmembers

FROM: City Administrator's Office

SUBJECT: Police Management Association Memorandum Of Understanding

RECOMMENDATION:

That Council ratify the Memorandum of Understanding between the City of Santa Barbara and the Santa Barbara Police Management Association for the period of January 1, 2017, through December 31, 2017, by introduction and subsequent adoption of, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Adopting the 2017 Memorandum of Understanding Between the City of Santa Barbara and the Santa Barbara Police Management Association.

DISCUSSION:

Negotiators from the City and the Santa Barbara Police Management Association (PMA) have reached a tentative agreement for a new Memorandum of Understanding covering the 12 month period of January 1, 2017 through December 31, 2017. The agreement was ratified by the membership of the bargaining unit, which comprises just nine employees.

Under the agreement, employees will receive a 3% salary increase effective January 7, 2017. These will be no increase to other pay and benefits.

Upon promotion, lieutenants are currently appointed at 5% above the top step for sergeant. In rare cases, this has resulted in a later-appointed lieutenant being paid more than a lieutenant appointed earlier, because the Police Officers' Association negotiated an increase for sergeants. To avoid this, this agreement provides that if a newly appointed lieutenant is appointed at a pay rate that is more than an existing lieutenant, that existing lieutenant will be increased to the same level. This does not change the salary range for lieutenant, just progression within the range for newly appointed employees.

The agreement also includes language clean up, and an agreement to meet informally to discuss an employee-funded Retiree Health Savings Plan, should such plan become feasible.

BUDGET/FINANCIAL INFORMATION:

The cost of this agreement is \$24,984 in Fiscal Year 2017 and \$61,210 per year ongoing thereafter. The Fiscal Year 2017 budget included an assumption of a 3% salary increase for this bargaining, so no additional Fiscal Year 2017 appropriations are necessary.

PREPARED BY: Kristy Schmidt, Acting Administrative Services Director

APPROVED BY: City Administrator's Office