



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: November 24, 2009

TO: Mayor and Councilmembers

FROM: City Administrator's Office

SUBJECT: Amendment of the Police Officers Association Labor Agreement

RECOMMENDATION:

That Council ratify an amendment to the Memorandum of Understanding between the City and the Santa Barbara Police Officers Association (Ordinance No. 5409) by introduction and subsequent adoption of, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Amending the July 1, 2006, Memorandum of Understanding Between the City of Santa Barbara and the Santa Barbara Police Officers Association Extending the Agreement Until June 30, 2010, and Suspending Cash-out Provisions.

DISCUSSION:

The existing Memorandum of Understanding (MOU) between the City and the Santa Barbara Police Officers Association (POA) is for the term beginning July 1, 2006 and ending December 31, 2009. The 3.5 year agreement provided for salary and benefit increases equivalent to 26.5% for sworn employees and 16.4% for non-sworn employees.

Facing significant budget shortfalls for Fiscal Year 2009-2010 (FY10), management exercised its right under the MOU to eliminate monthly cash-out of holiday time, saving \$174,921 to the General Fund.

In June 2009, the POA made an additional offer to the City to extend the current labor agreement by 6 months (until June 30, 2010) with no compensation increases and to suspend the annual vacation, holiday and compensatory time cash-out provision. This would save the City approximately another \$83,972 and relieve both parties from the need to meet and confer on changes to wages, hours and other terms and conditions of employment for the remainder of this fiscal year. After Council was able to adjust the FY10 budget to account for a revenue shortfall without the need for additional labor concessions, it authorized negotiators to accept the POA's offer.

Today's recommended action by Council will formally amend the MOU. The City and the POA will return to bargaining in the Spring of 2010 to negotiate a successor labor agreement.

BUDGET/FINANCIAL INFORMATION:

This action is expected to save the City approximately an unbudgeted \$83,972 expense for Fiscal Year 2009-2010.

PREPARED BY: Kristine Schmidt, Employee Relations Manager

SUBMITTED BY: Joan Kent, Assistant City Administrator

APPROVED BY: City Administrator's Office