



## Legislation Text

---

**File #:** 19-222, **Version:** 1

---

*Report Prepared by: Deneen Proctor, Director of Support Services*

**SUBJECT:** Adoption of Resolution Approving a Memorandum of Understanding Between the City of Merced and the Merced Police Officers Association Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period January 1, 2019 Through December 31, 2019

### REPORT IN BRIEF

Considers approving a Memorandum of Understanding with between the City of Merced and the Merced Police Officers Association regarding pay, hours and other terms and conditions of employment for the period January 1, 2019 through December 31, 2019.

### RECOMMENDATION

City Council - Adopt a motion approving **Resolution 2019-23**, a Resolution of the City Council of the City of Merced, California, approving Memorandum of Understanding with between the City and the Merced Police Officer Association; and authorizing the City Manager or the Assistant City Manager to execute the necessary documents.

### ALTERNATIVES

1. Approve, as recommended by staff; or,
2. Deny; or
3. Refer back to staff with instructions.

### AUTHORITY

Resolution No. 80-106 - Resolution of the City Council of the City of Merced establishing an Employer-Employee Organizations Relations Policy.

Meyer Milias Brown Act

### CITY COUNCIL PRIORITIES

As provided for in the 2018-2019 Adopted Budget

### DISCUSSION

The City's negotiations team and the Merced Police Officer Association have completed the collective bargaining process and have reached agreement on a contract. The contract is consistent with City Council direction and provides base wage increases and other benefits in accordance with the anticipated revenue forecast along with updating the Memorandum of Understanding language to align with new state and federal laws. Therefore, staff recommends adoption of the Resolution

approving the Memorandum of Understanding.

Some of the items agreed upon in this Memorandum of Understanding are as follows:

- Term: One Year - the term of the agreement shall be effective January 1, 2019 and shall remain in effect through December 31, 2019.
- Wage: Base wage increase of 2.5% will be effective the first pay period of the fiscal year.
- Wage reopener: Contingent upon the City having a final, completed compensation study, either the City or Association may reopen negotiations for consideration of base wage increases.
- Overtime: For the purposes of computing overtime; hours worked and time during which an employee is excused from work because of vacation, holiday, sick or authorized compensatory time off (CTO) shall be considered as time worked by the employee.
- Vacation: Additional hours of vacation will be granted to employees completing 15 years of service.
- Vacation Payout: Employees will have the option to annually cash out a maximum of 20 accrued vacation hours.

## **IMPACT ON CITY RESOURCES**

The total impact of the MOU on General Fund, Community Facilities Districts and Measure C is approximately \$322,300. Funding has been included in the City Manager's Recommended FY 2019/2020 budget. No additional budget appropriation is necessary.

## **ATTACHMENTS**

1. Resolution 2019-23
2. Merced Police Officers Association Memorandum of Understanding