

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2020

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HER DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE POLICE OFFICERS ASSOCIATION (POA) AND THE CITY OF MOUNTAIN VIEW, FOR THE PERIOD OF JULY 1, 2020 THROUGH JUNE 30, 2021

WHEREAS, the City's current Memorandum of Understanding with the Police Officers Association (POA) (July 1, 2017 to June 30, 2020) expires June 30, 2020; and

WHEREAS, a successor Memorandum of Understanding has been negotiated; and

WHEREAS, the provisions in the current Memorandum of Understanding that are changing or new provisions are summarized herein;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that the following amendments to the Memorandum of Understanding are approved:

Common Provisions for All Employees Represented by POA

Term: One-year compensation packages beginning July 1, 2020 and ending June 30, 2021.

Employee Cost Share for Public Employees' Pension Reform Act Employees: For Public Employees' Pension Reform Act (PEPRA) miscellaneous employees on the 2 percent at 62 retirement formula and sworn safety employees on the 2.7 percent at 57 retirement formula, the additional deductions for Employee Share of Employer Contribution will not be applied to any income in excess of the limits set forth in California Government Code Section 7522.10(c).

Other Changes: Cleanup and modification of MOU language to reflect current practices and comply with California Public Employees' Retirement System (CalPERS) in the following areas: uniform and CalPERS.

Sworn POA Members

1. *4 Percent Cost-of-Living Adjustment Fiscal Year 2020-21:* Effective June 28, 2020, the City shall amend the salary plan to increase the salary ranges of all sworn POA by a

4 percent cost-of-living adjustment (COLA). All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

2. *One-Time Hours:* Members who are City employees on June 28, 2020 will receive an additional one-time contribution of 42 hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2021, or any balance will be cashed out with the Pay Period 2 payroll.

Nonsworn POA Members

1. *3 Percent COLA, Fiscal Year 2020-21:* Effective June 28, 2020, the City shall amend the salary plan to increase the salary ranges of all nonsworn POA by a 3 percent COLA. All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

2. *One-Time Hours:* Members who are City employees on June 28, 2020 will receive an additional one-time contribution of 21 hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2021, or any balance will be cashed out with the Pay Period 2 payroll.

3. *CalPERS Miscellaneous Employee Contributions:* As approved by City Council on June 23, 2015, the total employee contribution by PEPRA members is 1 percent less than the total employee contribution made by classic members, which is currently 10.7 percent for miscellaneous PEPRA members in these groups. Effective the later of the pay period, including July 1, 2020, or upon CalPERS completion of the administrative process, the total pension contribution by employees on the 2 percent at 62 miscellaneous retirement formula established under the PEPRA shall be reduced by 0.75 percent to maintain the current total employee contribution of 10.7 percent in response to the increased CalPERS normal contribution for Fiscal Year 2020-21.

	PEPRA Miscellaneous Employee Contribution NPOA		
	Employee Normal Contribution	Employee Share of Employer Contribution	Total Paid by Employee
Current	6.25%	4.45%	10.70%
Fiscal Year 2020-21	7.00%	3.70%	10.70%

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