

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2017

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE POLICE OFFICERS ASSOCIATION AND THE CITY OF MOUNTAIN VIEW, FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2020, AND TO AMEND THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City's current Memorandum of Understanding with the Police Officers Association (POA) (July 1, 2015 to June 30, 2017) expires June 30, 2017; 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 that the City Council of the City of Mountain View approves the following amendments to the Memorandum of Understanding:

Common Provisions for All Employees Represented by POA

1. Term: Three-year compensation package beginning July 1, 2017 and ending June 30, 2020.
2. Reopener on Salary and One-Time Leave Hours: Either POA or the City may reopen the MOU on the issue of salary and one-time leave hours only for Fiscal Year 2019-20 by giving the other party written notice by 5:00 p.m. on March 1, 2019. In that event, the parties will meet and confer in good faith over the issue of salary and one-time leave hours, and any adjustments in Fiscal Year 2019-20 will be by mutual agreement.
3. Flexible Spending Account: In 2015, the City and POA agreed to increase the maximum amount employees may contribute of his/her own funds to a medical Flexible Spending Account from \$1,000 to \$2,500 annually effective January 1, 2016. However, this item was inadvertently omitted from the resolution amending the MOU at that time.
4. Vacation Cash Out: Effective July 1, 2017, employees are eligible to file an irrevocable election, in December of each year, to cash out, up to eighty (80) hours,

vacation accrued in the payroll calendar year following the cash out election, in accordance with IRS regulations and procedures set forth in the POA MOU. For employees electing to cash out over forty (40) hours of vacation, the employee must have used a minimum of forty (40) hours vacation in the full payroll calendar year and have a minimum balance of eighty (80) hours as of the last full pay period in the payroll calendar year of the cash out election.

Sworn POA Members

1. 4.0 Percent COLA Fiscal Year 2017-18 for Sworn Members: Effective the first pay period ending in July 2017, the City shall amend the salary plan to increase the salary ranges for all classifications of POA sworn employees by a four percent (4.0%) cost-of-living adjustment (COLA).
2. 3.0 Percent COLA and 1.0 Percent Equity Adjustment Fiscal Year 2018-19 for Sworn Members: Effective the first pay period ending in July 2018, the City shall amend the salary plan to increase the salary ranges for all classifications of POA sworn employees by four percent (4.0%), of which three percent (3.0%) is a COLA and one percent (1.0%) is an equity adjustment in consideration of recruitment and retention challenges in the regional police labor market.
3. 2.0 Percent COLA and 2.0 Percent Equity Adjustment Fiscal Year 2019-20 for Sworn Members: Effective the first pay period ending in July 2019, the City shall amend the salary plan to increase the salary ranges for all classifications of POA sworn employees by four percent (4.0%), of which two percent (2.0%) is a COLA and two percent (2.0%) is an equity adjustment in consideration of recruitment and retention challenges in the regional police labor market.
4. One-Time Leave Hours for Sworn Members: Effective the first pay period ending in July 2017, POA sworn employees who are City employees on July 1, 2017, will receive a one-time contribution of thirty-one (31) hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2018, or any balance will be cashed out with the Pay Period 2 payroll.
5. Specialty Pay for Sworn Members: Effective the first pay period ending in July 2017, increase the specialty pay for members in specialty assignments in Administrative Units (Personnel Services, Professional Standards Unit, and Neighborhood and Event Services) by Two Hundred Dollars (\$200) per month.
6. POST/Education Incentives for Sworn Members: Effective the first pay period ending in July 2017, increase the POST/Educational incentive for an Advanced Certificate from the Commission for Peace Officers Standards and Training to six percent (6.0%) additional compensation, calculated on base pay.

Non-Sworn POA Members

1. 4.0 Percent COLA Fiscal Year 2017-18 for Non-Sworn Members: Effective the first pay period ending in July 2017, the City shall amend the salary plan to increase the salary ranges for all classifications of POA non-sworn employees by a four percent (4.0%) COLA.
2. 3.0 Percent COLA Fiscal Year 2018-19 for Non-Sworn Members: Effective the first pay period ending in July 2018, the City shall amend the salary plan to increase the salary ranges for all classifications of POA non-sworn employees by a three percent (3.0%) COLA.
3. 2.0 Percent COLA Fiscal Year 2019-20 for Non-Sworn Members: Effective the first pay period ending in July 2019, the City shall amend the salary plan to increase the salary ranges for all classifications of POA non-sworn employees by a two percent (2.0%) COLA.
4. One-Time Leave Hours for Non-Sworn Members: Effective the first pay period ending in July 2017, POA non-sworn employees who are City employees on July 1, 2017, will receive a one-time contribution of twenty-one (21) hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2018, or any balance will be cashed out with the Pay Period 2 payroll.

In addition, effective the first pay period ending in July 2018, POA non-sworn employees who are City employees on July 1, 2018 will receive another one-time contribution of twenty-one (21) hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2019, or any balance will be cashed out with the Pay Period 2 payroll.

In addition, effective the first pay period ending in July 2019, POA non-sworn employees who are City employees on July 1, 2019 will receive another one-time contribution of twenty-one (21) hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2020, or any balance will be cashed out with the Pay Period 2 payroll.

5. Specialty Pay for Non-Sworn Members: Effective the first pay period ending in July 2017, increase the specialty pay for members in specialty assignments in Records (Warrant Officer and Court Officer) and for the Community Services Officer (Investigations, Administration: Community Action and Information, and Field Operations: Abandoned Vehicle Abatement) by Two Hundred Dollars (\$200) per month.

6. Defined Contribution Retirees' Health for Non-Sworn Members: Effective the first pay period ending in July 2017, the direct employer contributions for employees enrolled in the defined contribution retirees' health plan will be increased for Fiscal Year 2017-18 by the following amounts; 0 to 5 years: Fifty Dollars (\$50) per month, 6 to 10 years: Seventy-Five Dollars (\$75) per month, 10+ years: One Hundred Dollars (\$100) per month. Effective the first pay period ending in July 2018, contributions will be indexed at a three percent (3.0%) fixed rate annually. This is the first adjustment in the City's contribution amount since inception of the City's Defined Contribution Plan in 2007.

Effective the first pay period ending in July 2017, interest on the first year employer contributions held in an account prior to transfer will be credited at a fixed rate of one percent (1.0%) per annum on the monthly balance.

7. Kaiser Vision Benefit for Non-Sworn Members: Effective January 1, 2018, the vision benefit included in the Kaiser medical plan available to eligible employees will be changed so that the vision allowance is available every 12 months.
8. Health Benefits Committee for Non-Sworn Members: The City will form a joint committee with interested miscellaneous employee groups to engage in a focused discussion on health benefits for active employees to consider potential solutions to address the high cost of employee health benefits while ensuring both the sustainability of health benefits and that the benefits remain competitive with comparison agencies. The committee's findings will be used to inform a discussion of health benefits during the next negotiations process.
9. Professional Development/Technology Funds for Non-Sworn Members: Effective the first pay period ending in July 2017, professional employees will receive Eight Hundred Dollars (\$800) in professional development/technology funds annually.
10. Medical Benefits for Non-Sworn Members: Caps for member contributions to HMO plans will be extended to plan year 2018 with the parties agreeing to meet and confer if the member contribution exceeds the caps in plan year 2019 and plan year 2020.

Other Changes for Sworn and/or Non-Sworn POA Members

1. Other Changes: Clean up and modification of MOU language to make updates and address operational issues in a variety of areas, including: uniforms and safety/ specialty equipment, shift rotation; employee assistance program; bereavement leave; tuition reimbursement; medical benefits; retiree medical benefits; pension contributions; and the flexible benefits plan.

ASR/7/RESO
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