

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2019

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN MOUNTAIN VIEW POLICE OFFICERS ASSOCIATION (POA) AND THE CITY, FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2020, AND REVISE 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, 2017 to June 30, 2020) included reopener language for certain terms in the third year of the agreement; and

WHEREAS, an agreement to amend the terms for the third year of the MOU has been negotiated; and

WHEREAS, the provisions in the current Memorandum of Understanding that are being modified are summarized herein; and

WHEREAS, the salary plan will be amended to reflect changes in compensation authorized by the City Council pursuant to this Resolution;

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

Sworn POA Members

1. COLA: Effective the first pay period ending in July 2019, the salary plan shall be amended to increase the salary ranges for all POA sworn classifications in the bargaining unit by ~~four percent (4.0%)~~ five and one-half percent (5.5%), of which ~~two percent (2.0%)~~ three and one-half percent (3.5%) 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.

2. One-Time Leave Hours: Effective the first pay period ending in July 2019, sworn members who are City employees on July 1, 2019 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 of 2020, or any balance will be cashed out with the Pay Period 2 Payroll.

Nonsworn POA Members

1. Effective the first pay period ending in July 2019, the salary plan shall be amended to increase the salary ranges for all POA nonsworn classifications in the bargaining unit by a ~~two percent (2.0%)~~ four percent (4.0%) COLA.

TS/2/RESO
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