

RESOLUTION NO. _____

Resolution Of The City Council Of The City Of Emeryville Approving And Adopting A Memorandum Of Understanding Between The City Of Emeryville And The Emeryville Police Management Association (PMA), Authorizing The City Manager To Execute The Memorandum Of Understanding, And Approving The Amendment To The City's Compensation Plan In Conformance With California Code Of Regulations, Title 2, Section 570.5

WHEREAS, the Memorandum of Understanding (MOU) between the City of Emeryville and the Emeryville Police Management Association (PMA) will cover the period from August 1, 2023 through June 30, 2026; and

WHEREAS, City staff and the PMA began negotiations in good faith following the removal of Lieutenant and Captain positions from the Confidential, Administrative, Managerial, and Professional Employees (CAMP) group and creation of PMA and both parties have reached a tentative agreement on matters related to wages, hours, and other terms and conditions of employment, consistent with authority provided by the City Council, as reflected in the MOU; and

WHEREAS, on September 12, 2023, PMA membership ratified the attached MOU but the MOU does not become effective until approved by the City Council; and

WHEREAS, the MOU provides for cost-of-living adjustments and a one-time lump sum payment equivalent to the value of a three and a half percent salary increase (including all premium pays) for the period of July 1, 2023 through the implementation of the three and a half percent salary increase; and

WHEREAS, in addition to the salary increase, the City will provide a one-time lump sum payment equivalent to the value of a one and a half percent salary increase (including all premium pays and overtime) for the period of July 1, 2023 through the implementation of the one and a half percent salary increase; and

WHEREAS, the MOU provides for recruitment and retention adjustments and a one-time lump sum payment equivalent to the value of a one and a half percent salary increase (including all premium pays and overtime) for the period of July 1, 2023 through the implementation of the one and a half percent salary increase; and

WHEREAS, in addition to the salary increase, the City will provide a one-time lump sum payment equivalent to the value of a one and a half percent salary increase (including all premium pays and overtime) for the period of July 1, 2023 through the implementation of the one and a half percent salary increase; and

WHEREAS, the MOU also provides for additional benefits including an increase in the uniform allowance, an educational incentive, longevity incentive, and medical benefits and in-lieu/alternative benefits; and

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WHEREAS, the estimated cost to the City of this MOU is projected to be up to \$265,000 annually over the life of the contract which represents an increase of up to \$185,000 over the approved budget; now, therefore, be it

RESOLVED, that the City Council of the City of Emeryville approves and adopts the MOU between the City of Emeryville and the Emeryville Police Managements' Association, authorizes the City Manager to execute the MOU, and approves an amendment to the City's Compensation Plan in conformance with the California Code of Regulations, Title 2, Section 570.5.

ADOPTED, by the City Council of the City of Emeryville at a regular meeting held Tuesday, October 3, 2023, by the following vote:

AYES: _____
NOES: _____
ABSTAIN: _____
ABSENT: _____

MAYOR

ATTEST:

APPROVED AS TO FORM:

CITY CLERK

DocuSigned by:
John Kennedy
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CITY ATTORNEY

ATTACHMENTS

- Exhibit A – PMA Memorandum of Understanding