



Staff Report

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF BELMONT AND BELMONT POLICE OFFICERS ASSOCIATION

Honorable Mayor and Council Members:

Summary

Staff recommends that the City Council adopt the attached resolution approving the Memorandum of Understanding between the City of Belmont and the Belmont Police Officers Association (BPOA). The Memorandum of Understanding is for a five-year agreement from July 1, 2006 through June 30, 2011.

Background

The term of the current Memorandum of Understanding (MOU) with the BPOA expired on June 30, 2006. Over the past several months, the City Negotiation Team (Fran Buchanan from IEDA, Greg Sam, Interim Human Resources Director and Captain Ed Wood, Police Department) and representatives of the BPOA (Bud Stone, BPOA Chief Negotiator, Officers Don Lewis, Tony Psaila, Jim Christman and Mike Speak and Dispatcher II Sabrina Chicas) met and conferred in good faith regarding changes to the 2006-2011 MOU between the City of Belmont and BPOA. The parties reached tentative agreement on November 27, 2006, and the BPOA membership ratified the agreement on December 7, 2006.

Discussion

There are several changes to the proposed MOU, which is attached as Exhibit A. The first primary change is wage increases based on market median survey adjustment and flat percentages. Effective July 1, 2007, all BPOA classifications will receive a salary increase based on market median adjustment using the following new survey group using the salary rates in effect as of June 30, 2006:

Comparator Survey Cities:

1. Burlingame
2. Foster City
3. Los Altos
4. Los Gatos
5. Menlo Park
6. Millbrae
7. San Carlos

For purposes of the market survey, the sworn positions that currently receive five-percent (5%) additional wages as compensation for a 168-hour work cycle, the City agreed to offset the survey rate by five-percent (5%) prior to market comparison. The sworn classifications will then continue to receive this five-percent (5%) as an additional shift differential in PERSable compensation.

Effective July 1, 2007, all unit members will receive a flat 3.5% increase. On July 1, 2008, all members will receive a market median adjustment based on the agreed upon survey market group. On July 1, 2009 and 2010, BPOA members will receive a flat 3.5% increase each year.

Other primary changes to the MOU include:

- Increasing the flexible benefit contribution amount to equal the Kaiser family premium rate effective January 1, 2007, and every January thereafter for term of contract.
- Enhancing the current dental plan coverage.
- Increasing life insurance and accidental death and dismemberment coverage to \$200,000.
- Increasing the uniform allowance for both sworn and non-sworn employees by \$50 on January 1, 2007, by \$25 on January 1, 2008, and then \$50 on January 1, 2009 and 2010.
- Increasing bilingual pay to \$100 for conversational level Spanish, Chinese or other language deemed useful by the Police Department and \$150 for interpreter level proficiency.
- Compensating the K-9 officer with seven (7) hours of additional pay per pay period at the rate of overtime for care and maintenance of the canine, except when the dog is boarded, in consideration of current industry practice and conformance with the Fair Labor Standards Act for paying wages for hours worked.

The City and BPOA also agreed to three side letters in the proposed MOU. The first side letter is to meet and confer to discuss lowering the retiree health benefit vesting period from 15 to 12 years pending completion of the GASB 45 actuarial study that is currently underway, within six (6) months of approval of the MOU. The second letter is to meet and confer to institute an educational incentive pay program for unit members after approval of the MOU. The third and last side letter is an agreement to consolidate dispatcher positions after approval of the MOU. The Department would like to consolidate the Dispatcher I and Dispatcher II classifications into one single classification of Dispatcher and add a new supervisory position of Lead Dispatcher. The new classification of Dispatcher will require Council review and action at a later date.

General Plan/Vision Statement

There is no impact to the General Plan/Vision Statement.

Fiscal Impact

There is sufficient funding available within the approved FY 2006-2007 budget to accommodate the new MOU.

Public Contact

Posting of City Council agenda. Copies of the report were sent to the BPOA negotiating team.

Recommendation

Staff recommends that the City Council adopt the attached resolution approving the Memorandum of Understanding Between the City of Belmont and the Belmont Police Officers Association.

Alternatives

1. Do not approve proposed MOU.
2. Provide staff with alternative direction.
3. Take no action.

Attachments

- A. Resolution Approving Memorandum of Understanding Between the City of Belmont and Belmont Police Officers Association.
- B. Exhibit A - Memorandum of Understanding Between the City of Belmont and Belmont Police Officer's Association.

Respectfully submitted,

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Interim Human Resources Director

Terrence L. Belanger
Interim City Manager

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RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELMONT
APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF
BLEMONT AND BELMONT POLICE OFFICERS ASSOCIATION**

WHEREAS, the City of Belmont and the Belmont Police Officers Association (BPOA) have been negotiating in good faith; and,

WHEREAS, the parties have come to an agreement on the terms of a labor settlement for the period of July 1, 2006 to June 30, 2011; and

WHEREAS, the attached Memorandum of Understanding represents the understanding reached between the City of Belmont and BPOA for the period July 1, 2006 to June 30, 2011.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Belmont that the Memorandum of Understanding , attached hereto and made a part hereof, is approved effective July 1, 2006, and that the City Manager is authorized to sign same on behalf of the City.

* * * * *

I hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of Belmont at a regular meeting thereof held on December 12, 2006 by the following vote:

AYES, COUNCILMEMBERS: _____

NOES, COUNCILMEMBERS: _____

ABSTAIN, COUNCILMEMBERS: _____

ABSENT, COUNCILMEMBERS: _____

CLERK of the City of Belmont

APPROVED:

MAYOR of the City of Belmont