



## CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL

### AGENDA ITEM

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Report: Memorandum of Understanding (MOU) Between the City of Glendale and the Glendale Police Officers' Association.

1. Resolution approving and adopting the MOU between the City of Glendale and the Glendale Police Officers' Association commencing July 1, 2024 through June 30, 2027.
2. Resolution providing for the establishment of classification titles and compensation for employees covered by the Glendale Police Officers' Association MOU.

### COUNCIL ACTION

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**Item Type:** Action Item

**Approved for** \_\_\_\_\_ **June 4, 2024** \_\_\_\_\_ **calendar**

### EXECUTIVE SUMMARY

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The Glendale Police Officers' Association (GPOA) is the employee bargaining unit that represents 234 positions including Police Officer Recruit, Police Officer, and Police Sergeant. The City has been engaged in labor negotiations with the GPOA since January 2024.

After five months of negotiations, staff is pleased to bring forth resolutions adopting a three-year MOU with the GPOA which will run effective July 1, 2024 through June 30, 2027. Staff believes this MOU agreement provides an appropriate balance of maintaining a fair and competitive compensation structure while addressing the fiscal limitations of the City and doing so in a highly fiscally responsible manner.

### RECOMMENDATION

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That the City Council approve the attached Resolutions and Memorandum of Understanding between the City of Glendale and GPOA, as well as the attached Resolutions relating to the compensation of affected employees.

## **BACKGROUND/ANALYSIS**

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Entering into this negotiation process the City and GPOA each had straight-forward objectives. On the City's side, the primary objective was to work towards a fair and reasonable labor agreement while recognizing the City's long-range financial obligations. The primary objectives of the GPOA related to competitiveness in a tight labor market to ensure that Glendale Police continues to maintain the quality that currently exists and remains an employer of choice in the law enforcement field. In that regard, the GPOA's various proposals focused on compensation, benefits, and reduction in medical premium cost share.

Following several months of negotiations, both parties have come to terms on a series of proposals designed to meet the priorities and objectives set forth above. If approved, the proposed three-year MOU agreement between the City and GPOA will commence July 1, 2024 through June 30, 2027. Staff believes this tentative agreement to be a fair and reasonable compromise that addresses the interests of both parties.

Specifically, the proposed three-year agreement consists of the following eight elements:

- 1) 4.5% Cost of Living adjustment (COLA) effective the pay period that includes July 1, 2024; a 5.5% COLA effective July 1, 2025; and a 4.0% COLA effective July 1, 2026.
- 2) 1.75% retirement cost-share reduction for PEPRA employees effective July 1, 2025.
- 3) A \$25 deferred compensation matching effective July 1, 2025.
- 4) Reduction in cost-share of medical premiums effective June 1, 2024 to be equivalent to GMA Police.
- 5) 1% adjustment to salary Step 7 effective July 1, 2025.
- 6) Increase specialty assignment pay by 1.5% effective July 1, 2025.
- 7) \$200 supervisory POST pay adjustment effective July 1, 2024.
- 8) Education POST pay adjustment effective July 1, 2024.

The proposed MOU between the City and GPOA is provided as an attachment. The document includes the changes that have been agreed to and the modifications made to the expiring MOU. The terms set forth in the proposed MOU were successfully ratified by GPOA's membership with 94% voting in favor of this agreement, therefore staff recommends City Council adoption of the proposed three-year MOU.

## **FISCAL IMPACT**

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The primary costs of the three-year agreement set forth in these Resolutions are related to the compensation adjustments, specifically COLA, and other specific pay adjustments spread over three years. The total cost compounded over three years is \$25,611,929 charged primarily to the General Fund. The breakdown below represents costs for each of the three years of the proposed City/GPOA MOU.

<b>Term</b>	<b>Fiscal Year</b>	<b>Cost</b>
Year One	2024/25	\$ 3,485,751
Year Two	2025/26	\$ 9,587,352
Year Three	2026/27	\$ 12,538,826
<b>Total</b>		<b>\$ 25,611,929</b>

Funding for Year One of this MOU will be requested during the regular FY24/25 budget process. No appropriation is requested at this time.

## **ENVIRONMENTAL REVIEW (CEQA/NEPA)**

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This item is not subject to CEQA review.

## **CAMPAIGN DISCLOSURE**

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This item is exempt from campaign disclosure requirements.

## **ADMINISTRATIVE ACTION**

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### **Submitted by:**

Paula Adams, Chief Human Resources Officer

### **Prepared by:**

Paula Adams, Chief Human Resources Officer

### **Approved by:**

Roubik R. Golanian, P.E., City Manager

## **EXHIBITS/ATTACHMENTS**

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- 1) GPOA MOU Resolution.
- 2) Classification and Compensation Resolution, containing salary range amounts for classifications covered by the Glendale Police Officers' Association bargaining group.
- 3) Text of proposed MOU between the City of Glendale and Glendale Police Officers' Association – Three-year agreement commencing July 1, 2024 through June 30, 2027.