



## 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 Glendale Police Officers' Association (GPOA) and Resolutions Addressing the Terms and Conditions of Said MOU, and Classification and Compensation of Affected City Employees

1. Resolution approving and adopting the Memorandum of Understanding between the City of Glendale and Glendale Police Officers' Association (GPOA) commencing July 1, 2022 through June 30, 2024
2. Resolution providing for the establishment of classification titles and compensation for employees covered by the Glendale Police Officers' Association (GPOA) MOU
3. Resolution of Appropriation in the sum of \$1,405,456 to provide funding for the MOU agreement between the City and Glendale Police Officers' Association (GPOA) for the fiscal year commencing July 1, 2022 through June 30, 2023

### COUNCIL ACTION

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**Item Type:** Action Item

**Approved for** July 12, 2022 **calendar**

### EXECUTIVE SUMMARY

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Commencing in April 2022, the City and Glendale Police Officers' Association (GPOA) engaged in the labor negotiation process with the goal of reaching an agreement on a successor Memorandum of Understanding (MOU) which was set to expire on June 30, 2022. MOUs govern the wages, hours, terms and conditions of employment for employees of the City of Glendale and the GPOA represents rank and file Police Sworn officers at the ranks of Police Officer Recruit, Police Officer and Police Sergeant.

Staff believes the proposed MOU agreement provides an appropriate balance of maintaining a fair and competitive compensation structure while addressing the fiscal limitations of the post-pandemic era.

## **COUNCIL PRIORITIES**

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The proposed MOU agreement is consistent with the City Council's priority of Fiscal Responsibility. The resulting multi-year agreement provides a fair and reasonable compensation package for affected employees while being fiscally responsible.

## **RECOMMENDATION**

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Staff recommends that the attached Resolutions and Memorandum of Understanding between the City of Glendale and GPOA be approved as submitted. Staff also recommends that the attached Resolutions relating to the compensation of affected employees be approved as submitted.

## **BACKGROUND**

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Commencing in April 2022, the City and GPOA engaged in the labor negotiation process with the goal of reaching an agreement on a successor Memorandum of Understanding (MOU) which was set to expire on June 30, 2022. MOUs govern the wages, hours, terms and conditions of employment for employees of the City of Glendale and the GPOA represents rank and file Police Sworn officers at the ranks of Police Officer Recruit, Police Officer and Police Sergeant.

In entering into this round of negotiations, the City and GPOA each had respective goals and 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 improved means of providing for retiree medical costs.

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 two-year MOU agreement between the City and GPOA will commence July 1, 2022 through June 30, 2024. Staff believes this tentative agreement to be a fair and reasonable compromise that addresses the interests of both negotiating parties.

More specifically, the proposed two-year agreement consists of the following elements:

1. 2.5% Cost of Living adjustment (COLA) effective the pay period that includes July 3, 2022 and a 2.5% COLA effective the first pay period that include July 1, 2023;
2. Addition of a new top step (Step 7) effective July 1, 2023 in the amount of 4.5% above the existing step 6;
3. Addition of 9 hours in the Floating Holiday Leave Bank for each affected employee;
4. Implementation of 6 weeks of paid family/bonding leave for eligible employees;
5. Implementation of a monthly stipend in the amount of \$420 for up to 40 eligible officers assigned to patrol and/or motors who successfully obtain the Drug Recognition Expert Certification;
6. Decrease in the minimum sick leave bank requirement of 600 to 480 hours,

allowing employees to contribute up to 96 hours of sick leave to their individual Retiree Health Savings Plan. Note, this does not increase the total number of hours eligible to be transferred. Rather, it allows for the provision to take effect once an employee has reach 480 hours of sick leave savings as opposed to 600;

7. Modification to how “court time” is calculated wherein eligible employees will be compensated for all work hours specified in the "Go Subpoena" until released by the court;
8. Provision of a minimum of four (4) hours of overtime for employees assigned to the “overlap” shift who are subject to a “Go Subpoena” between two regularly scheduled shifts; and
9. Modification of the daily work schedule for employees assigned to the Traffic Bureau to be 12.5 hours of work time, inclusive of breaks and a 1/2-hour meal break. Employees will also be required to work seven ten (10) hour pay-back days per year.

**ANALYSIS**

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The proposed MOU between the City and GPOA is provided as an attachment (Exhibit 1). The document highlights the changes that have been agreed to and the modifications being made to the expiring MOU.

The terms set forth in the proposed MOU were successfully ratified by GPOA’s membership.

Staff recommends City Council adoption of the proposed two-year MOU. If approved, the economic terms of the proposed MOU will take effect upon adoption for the July 28, 2022 pay date.

Staff recommends approval of the Resolutions as submitted.

**STAKEHOLDERS/OUTREACH**

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N/A

**FISCAL IMPACT**

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The primary costs of the two-year agreement set forth in these Resolutions are related to the compensation adjustments and the associated benefit load impacts spread over two years. The breakdown below represents total compensation and benefits costs for each of the two years of the proposed City/GPOA MOU.

<b>Term</b>	<b>Fiscal Year</b>	<b>Cost</b>
Year One	2022/2023	\$ 1,405,456
Year Two	2023/2024	\$ 5,355,587
	<b>Total</b>	<b>\$ 6,761,043</b>

Funding for Year One of the City/GPOA MOU was not included as a part of the FY 2022-23 budget. Therefore, staff is requesting for an appropriation of \$1,405,456 from the General Fund undesignated fund balance.

<b>Requesting Appropriation</b>			
<b>Amount</b>	<b>From (Account String)</b>	<b>To (Account String)</b>	<b>Funding Source</b>
\$1,405,456	25300-1010-000	41100-1010-GPD-7000-P6301	General Fund

**ENVIRONMENTAL REVIEW (CEQA/NEPA)**

This item is exempt from CEQA as there is no reasonably possibility that the MOU will have a significant effect on the environment.

**CAMPAIGN DISCLOSURE**

This item is exempt from campaign disclosure requirements.

**ALTERNATIVES**

- Alternative 1: Approve Resolutions as submitted.
- Alternative 2: Not approve Resolutions as submitted.
- Alternative 3: The City Council may consider any other alternative not proposed by staff.

**ADMINISTRATIVE ACTION**

**Prepared by:**  
 John Takhtalian, Deputy City Manager  
 Aymee Martin, Interim Director of Human Resources

**Approved by:**  
 Roubik R. Golanian, P.E., City Manager

**EXHIBITS/ATTACHMENTS**

- 1) Text of proposed Memorandum of Understanding between the City of Glendale and GPOA – Two-year agreement commencing July 1, 2022 through June 30, 2024.
- 2) Exhibit A – Classification and Compensation Resolution, which contains salary range amounts for classifications covered by the GPOA bargaining group.