

RESOLUTION 2012-29

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES, HOURS AND WORKING CONDITIONS
FOR THE POLICE OFFICERS ASSOCIATION
EFFECTIVE OCTOBER 1, 2012**

WHEREAS, on April 23, 2001, the City Council approved Resolution 2001-23 concerning the Memorandum of Understanding between the City of Brisbane and the Police Officers Association; and

WHEREAS, the City of Brisbane and the Police Officers Association have since met and conferred in accordance with the requirements of the Meyers-Millias-Brown Act; and

WHEREAS, the City of Brisbane and the Police Officers Association have reached an agreement regarding revising current wages, hours and working conditions;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane as follows

1. The letter of understanding dated September 27, 2012 as set forth in Exhibit A is ratified and approved in all respects.
2. The City Manager is hereby authorized and directed to execute such letter of understanding, effective October 1, 2012.

CLIFF LENTZ
Mayor

I hereby certify that the foregoing Resolution No. 2012-29 was duly and regularly adopted at a regular meeting of the Brisbane City Council on October 1, 2012, by the following vote:

AYES:
NOES:
ABSENT:

SHERI MARIE SPEDIACCI
City Clerk



CITY OF BRISBANE

50 Park Place
 Brisbane, California 94005-1310
 (415) 508-2100
 Fax (415) 467-4989

Brisbane Police Officers Association
 50 Park Place
 Brisbane, CA 94005

The City of Brisbane and the Police Officers Association hereby agree to extend the term of the Memorandum of Understand ("MOU") that expired June 30, 2008 to December 31, 2013. In recognition of AB 340 and the Affordable Care Act, the parties further agree to commence meet and confer over a successor MOU on or about March 1, 2013

1. Effective January 1, 2013 the employees in the bargaining unit will commence paying the employee's nine percent PERS contribution and the wage scales will be adjusted by an eight percent across the board increase.
2. The City's contribution toward the Flexible Compensation Plan for the time period of January 1, 2013 through December 31, 2013 will be set at the following amounts.

No Plan	\$487.39
Single party	\$596.10
Two party	\$1,307.20
Family	\$1,733.86

The City shall contribute \$115.00 per month for the medical insurance premiums for active and retired employees. Health benefits will be offered through the PERS Health Benefits program.

3. For employees hired on or after January 1, 2013 the City will contribute one point five percent (1.5%) of the employee's base monthly salary toward a defined contribution benefit plan and the above Supplemental Stipend will not apply. In the event the employee makes a contribution of up to Two point Five percent (2.5%) of the employee's base monthly salary toward the Defined Contribution Plan, the City will match such contribution up to one percent (1.0%). The City's total contribution toward any employee will not exceed two point five percent (2.5%).

For individual employees eligible for the supplemental stipend who voluntarily elect to irrevocably opt out of the supplemental stipend benefit, the City will contribute three percent (3.0%) of the employee's base monthly salary toward a Defined Contribution Plan and the above supplemental stipend will not apply. In the event the employee makes a contribution up to five percent (5.0%) of the employee's base monthly salary towards the Defined Contribution Plan, the City will match such contribution up to two percent (2.0%). The City's total contribution toward any employee will not exceed five percent (5.0%). This benefit will terminate upon separation from service with the City. Furthermore, it is

agreed that an employee who once waives his/her participation in the supplemental stipend program, it shall be irrevocable.

If the foregoing is in accordance with your understanding, please so indicate by signing below.

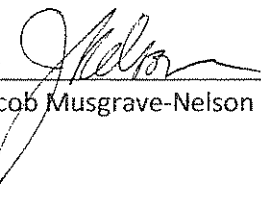
BRISBANE POLICE OFFICERS ASSOCIATION

CITY OF BRISBANE


Dated 9/27/2012

By 
Mario Garcia

By 
Clayton Holstine
City Manager

By 
Jacob Musgrave-Nelson

By 
Stuart Schillinger
Administrative Services Director

By 
Maria Saguisag-Sid
Senior Management Analyst

Effective Date: 10/1/2012

CITY OF BRISBANE
Police Officers Association

Appendix A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer	Monthly	5,843.28	6,135.44	6,442.21	6,764.32	7,102.54
	Bi-weekly	2,696.90	2,831.74	2,973.33	3,121.99	3,278.10
	Hourly	32.11	33.71	35.40	37.17	39.02
Police Sergeant	Monthly	7,039.99	7,391.99	7,761.59	8,149.67	8,557.15
	Bi-weekly	3,249.23	3,411.69	3,582.27	3,761.39	3,949.45
	Hourly	38.68	40.62	42.65	44.78	47.02

Note: Hourly wages above are calculated based on 2,184 hours per year.

Effective Date: 01/01/2013
8.00% Increase

CITY OF BRISBANE
Police Officers Association

Appendix A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer	Monthly	6,310.74	6,626.28	6,957.59	7,305.47	7,670.74
	Bi-weekly	2,912.65	3,058.28	3,211.20	3,371.75	3,540.35
	Hourly	34.68	36.41	38.23	40.14	42.14
Police Sergeant	Monthly	7,603.19	7,983.35	8,382.52	8,801.64	9,241.72
	Bi-weekly	3,509.17	3,684.63	3,868.85	4,062.30	4,265.41
	Hourly	41.77	43.87	46.06	48.36	50.78

Note: Hourly wages above are calculated based on 2,184 hours per year.
Employer will discontinue paying 9% CalPERS employee rate on employees behalf.