



CITY COUNCIL AGENDA REPORT

Meeting Date: 12/4/2019

From: Stuart Schillinger, Administrative Services Director

Subject: Adoption of Resolution 2019-51 to approve Tentative Agreement for the Police Officer Association.

Community Goal/Result

Fiscally Prudent

Purpose

Ensure there is a qualified, stable, and dedicated workforce for the community.

Recommendation

Adopt Resolution 2019-51 to approve the Tentative Agreement for the Police Officer Association.

Background

In 2016 the City signed a three-year contract with all of its bargaining groups. The contract expired on June 30, 2019. The City's negotiators met with the City Council in January, April, and June to discuss the parameters for a three year agreement with the employees of the City. The City's labor team met with the Police Officer Association (POA) to develop the Tentative Agreement presented tonight.

Discussion

Salary

The City has had a tradition of paying close to the median of a range of Peninsula cities in order to attract and retain a qualified work force. This agreement attempts to continue this practice.

The agreement calls for regular cost of living increases throughout the terms of the contract. The Consumer Price Index increased by 4.5% for the last calendar year. The base cost of living increase is:

Salary

4%	First full pay period in January 2020
\$1,500	Onetime payment paid the first full pay period in January 2020.
4%	First full pay period in January to offset change to amount allocated to the Cafeteria Plan.

4%	First full pay period in July 2021
4%	First full pay period in July 2022

Health Insurance (Cafeteria Plan)

The City will set the rate for the cafeteria equal to other agreements:

The City’s contribution to Flexible Compensation Plan (cafeteria plan) effective December 2019 will be as follows.

- No Plan \$622.71
- Single \$765.03
- Two party \$1,677.74
- Family \$2,225.40

The City contribution to the Flexible Compensation Plan (cafeteria plan) shall increase as follows

- 3% guaranteed increase in December 2020
- 3% guaranteed increase in December 2021
- The overall increase in the cafeteria plan will be no more than a cumulative 12% increase over the three-year period. Increases above the guaranteed rates will occur if the Kaiser rate increases above the guaranteed rate.

Dental

The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by July 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan only pay for costs covered by the amount allocated within the plan.

Court Time

Employees who are required to report to court while not on duty will receive a minimum of four (4) hours of pay. This is up from three hours in the existing contract.

Notice of Shift Changes

The parties agree to work collaboratively in an attempt to reduce the number of instances when shift times are changed on short notice.

Fiscal Impact

The cost for the change this fiscal year is about \$52,000. This figure was included in the overall increase presented to City Council at their July meeting.

Measure of Success

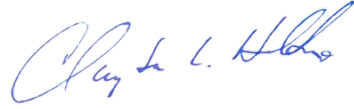
The City has a qualified, stable, and dedicated work force.

Attachments

Resolution 2019-51.

Stuart Schillinger

Stuart Schillinger, Administrative Services Director



Clay Holstine, City Manager

RESOLUTION 2019 - 51

**RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF BRISBANE CONCERNING
WAGES, HOURS AND WORKING CONDITIONS FOR
THE BRISBANE POLICE OFFICERS ASSOCIATION**

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

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

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the agreement is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-51 was duly and regularly adopted at a special meeting of the Brisbane City Council on December 12, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

**CITY OF BRISBANE
MOU NEGOTIATIONS 2019
Tentative Agreement
11/27/2019**

Term

3 years, effective July 1, 2019 through June 30, 2022

Payroll Deductions

Clarify payroll deduction for association dues based upon state legislation and *Janus*

Court Time

Increase court time from a minimum of 3 hours to 4 hours

Salary Adjustments

- 4% Cost of Living Adjustment effective first full pay period in January 2020
- 4% increase to offset change in Flexible Savings Account amount effective first full pay period in January 2020
- \$1500 one-time lump sum payment effective first full pay period in January 2020
- 4% Cost of Living Adjustment effective first full pay period in July 2020
- 4% Cost of Living Adjustment effective first full pay period in July 2021

Health Insurance

City Contribution to the Flexible Compensation Plan effective December 2019 will be as follows:

No Plan	\$622.71
Single Party	\$765.03
Two Party	\$1677.74
Family	\$2225.40

- The City's contribution to the cafeteria plan shall increase by 3% in December 2020.
- The City's contribution to the cafeteria plan shall increase by 3% in December 2021.
- Should the Kaiser rate increase by more than 3% for calendar year 2021, the City will increase its cafeteria plan contribution up to the amount of the increase, not to exceed a total of 6% for 2021.
- Should the Kaiser rate increase by more than 3% for calendar year 2022, the City will increase its cafeteria plan contribution up to the amount of the increase, provided that the amount of all increases to cafeteria plan contributions over the life of this contract shall not exceed a cumulative total of 9%.

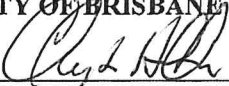
Dental


The City will increase the benefit by \$50 a month. The City will convene a meeting of the Dental Plan group with the anticipation that a non-city reimbursed plan will be chosen by January 1, 2020. If the group cannot choose an alternative plan, the City will conform to the rules of the existing plan and only pay for costs covered by the amount available within the plan funds.

Notice of Shift Changes

The parties agree to work collaboratively in an attempt to reduce the number of instances when shift start times are changed on short notice. The parties agree that, in order to do so, officers will need to provide additional notice to the department of planned absences. All parties agree that flexibility is a two-way street. The parties will meet within 60 days of ratification of this agreement with the intention of developing protocols to further these goals.


CITY OF BRISBANE

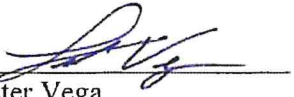
By 
Clayton Hölstine
City Manager

By 
Stuart Schillinger
Administrative Services Director

BRISBANE POA

Date 12/15/19

By 
Dominic Flores
President, Brisbane POA

By 
Lester Vega
Vice President, Brisbane POA

Effective Date: 1/5/2020

8.2% Increase

CITY OF BRISBANE

Police Officers Association

Exhibit 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	7,680.40	8,064.42	8,467.64	8,891.02	9,335.57
	Bi-weekly	3,544.80	3,722.04	3,908.14	4,103.55	4,308.73
	Hourly	42.20	44.31	46.53	48.85	51.29
Police Sergeant	Monthly	9,255.94	9,718.54	10,202.80	10,714.61	11,250.05
	Bi-weekly	4,271.97	4,485.48	4,708.98	4,945.20	5,192.33
	Hourly	50.86	53.40	56.06	58.87	61.81

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

<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 For Detective and School Resource Officer	Monthly	7,680.40	8,064.42	8,467.64	8,891.02	9,335.57
	Bi-weekly	3,544.80	3,722.04	3,908.14	4,103.55	4,308.73
	Hourly	44.31	46.53	48.85	51.29	53.86
Police Sergeant	Monthly	9,255.94	9,718.54	10,202.80	10,714.61	11,250.05
	Bi-weekly	4,271.97	4,485.48	4,708.98	4,945.20	5,192.33
	Hourly	53.40	56.07	58.86	61.82	64.90

Note: Hourly wages above are calculated based on 2,080 hours per year.