



STAFF REPORT

CITY COUNCIL OF THE CITY OF SAUSALITO

AGENDA TITLE

Amending the Memorandum of Understanding between the City and the Sausalito Police Association, Inc. and Revising Salary Ranges for FY09-10

RECOMMENDED MOTION

Adopt a Resolution of the City Council of the City of Sausalito Approving an Amendment to the Memorandum of Understanding between the City of Sausalito and the Sausalito Police Association, Inc. Approved by the City Council of the City of Sausalito on July 24, 2007 and Revising Resolution No. 5060 Establishing the Authorized Staffing Levels and Salary Ranges for All Permanent and Temporary Positions for Fiscal Year 2009-10

SUMMARY:

With a Minute Order during its regular meeting of Tuesday, July 24, 2007 the City Council approved a Memorandum of Understanding between the City of Sausalito and the Sausalito Police Association, Inc. ("SPA") pursuant to the provisions of Section 3500, *et seq.* of the Government Code of the State of California (the "MOU"). The term of that MOU commenced July 1, 2007 and ended June 30, 2009. Representatives of the SPA and the City have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in the SPA, have freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees. A tentative agreement has been accepted by the SPA. Staff recommends that Council approve a Resolution amending the MOU as tentatively agreed, and to revising accordingly the salary ranges for all permanent and temporary positions for fiscal year 2009-10 adopted with Resolution 5060 of September 1, 2009.

ISSUES

None identified. As part of the meetings and conferences, the City and the SPA have similarly agreed to begin good-faith discussions toward a two-tiered system for retirement and/or health benefits for new employees as part of negotiations for the next MOU. Staff is developing a schedule for those meetings beginning after the holiday recess.

Item: 4B12

Meeting Date: December 8, 2009

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FISCAL IMPACT

The expected total fiscal impact of the proposed amendment is approximately \$14,500 and well within the funds available for compensation of the affected employees under the approved budget.

STAFF RECOMMENDATION

Adopt a Resolution of the City Council of the City of Sausalito Approving an Amendment to the Memorandum of Understanding between the City of Sausalito and the Sausalito Police Association, Inc. Approved by the City Council of the City of Sausalito on July 24, 2007 and Revising Resolution No. 5060 Establishing the Authorized Staffing Levels and Salary Ranges for All Permanent and Temporary Positions for Fiscal Year 2009-10

ATTACHMENTS

1. A Resolution of the City Council of the City of Sausalito Approving an Amendment to the Memorandum of Understanding between the City of Sausalito and the Sausalito Police Association, Inc. Approved by the City Council of the City of Sausalito on July 24, 2007 and Revising Resolution No. 5060 Establishing the Authorized Staffing Levels and Salary Ranges for All Permanent and Temporary Positions for Fiscal Year 2009-10
2. Letter of Acceptance from SPA dated December 4, 2009

COPY WITH ATTACHMENTS: Sausalito Police Association, Inc.

PREPARED BY:



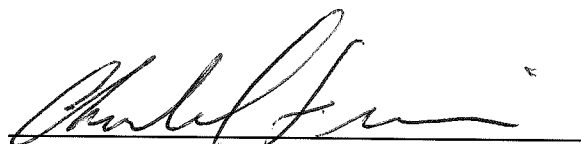
Jonathon Goldman
Director of Public Works



Jeremy Graves
Community Services Director

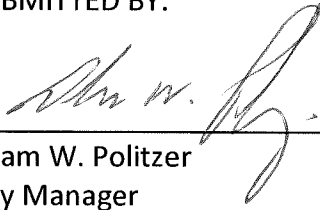
REVIEWED BY:

Mary Anne Wagner, Esq.
City Attorney



Charlie Francis
Administrative Services Director/Treasurer

SUBMITTED BY:



Adam W. Politzer
City Manager

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAUSALITO APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAUSALITO AND THE SAUSALITO POLICE ASSOCIATION, INC. APPROVED BY THE CITY COUNCIL OF THE CITY OF SAUSALITO ON JULY 24, 2007 AND REVISING RESOLUTION NO. 5060 ESTABLISHING THE AUTHORIZED STAFFING LEVELS AND SALARY RANGES FOR ALL PERMANENT AND TEMPORARY POSITIONS FOR FISCAL YEAR 2009-10

WHEREAS, by Minute Order during its regular meeting of Tuesday, July 24, 2007 the City Council approved a Memorandum of Understanding between the City of Sausalito and the Sausalito Police Association, Inc. ("SPA") pursuant to the provisions of Section 3500, *et seq.* of the Government Code of the State of California (the "MOU"); and

WHEREAS, the term of said MOU commenced July 1, 2007 and ended June 30, 2009; and

WHEREAS, representatives of the SPA and the City (the "Parties") have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in said representation unit; and

WHEREAS, the Parties have freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees; and

WHEREAS, the Parties have agreed to begin similar good-faith discussions toward a two-tiered system of retirement and/or health benefits for new employees as part of the next MOU; and

WHEREAS, the Parties reached a Tentative Agreement, which has been accepted by the SPA; and

WHEREAS, with Resolution 5060 of September 1, 2009 the City Council of the City of Sausalito established salary ranges for all permanent and temporary positions for fiscal year 2009-10.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Sausalito, California, as follows:

- (1) The Memorandum of Understanding between the City of Sausalito and the Sausalito Police Association, Inc. ("SPA") pursuant to the provisions of Section 3500, *et seq.* of the Government Code of the State of California (the "MOU") approved by the City Council of the City of Sausalito on July 24, 2007 is hereby amended as follows:

Section 7.3 Increases

The following paragraph shall be added:

"Upon execution of this Amendment, the salary ranges shall be increased as listed below for all members of the bargaining unit, both sworn and non-sworn personnel, employed by the City as of January 1, 2010:

Effective January 1, 2010 1.0% wage increase"

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Section 13. Vacation Leave

The language of the second paragraph of the subject section is revised as follows:

“Probationary employees shall earn vacation leave on the first (1st) day of the first (1st) full pay period following their appointment to a permanently authorized position. On the first (1st) day of the seventh (7th) calendar month following their appointment to a permanently authorized position, vacation shall be available to all probationary and permanent employees in an amount of not less than two (2) hours at a time. Vacation shall be earned bi-weekly and recorded in the books by the number of hours earned.”

Section 18.1 Health Benefits

The following paragraph shall be added becoming the fourth paragraph in the subject section:

“As of the first pay period in January 2010, the above amounts will be increased by the entire sum of the rate increase for the year 2010 for the CalPERS Kaiser Medical Plan for each category.”

Section 26. Duration

The language of the subject section is revised as follows:

“This Memorandum of Understanding shall be effective July 1, 2007 except for those provisions of the Memorandum of Understanding which have been assigned other effective dates as herein set forth, and shall remain in full force and effect to and including June 30, 2009 2010 and shall continue thereafter from year to year unless at least ninety (90) days prior to the first day of July 2009 2010 or to the first day of July of any subsequent year, either party shall file written notice with the other of its desire to amend, modify, or terminate this Memorandum of Understanding.”

- (2) The attached exhibit to that adopted with Resolution 5060 (Table 3B) is revised to set forth the salary range for each permanent position represented by the Sausalito Police Association, Inc. and is hereby made a part of this Resolution by reference.

APPROVED AND ADOPTED at a regular meeting of the City Council of the City of Sausalito held on the 8th day of December, 2009 by the following vote:

AYES: Councilmembers:
NOES: Councilmembers:
ABSENT: Councilmembers:
ABSTAIN: Councilmembers:

MAYOR OF THE CITY OF SAUSALITO

ATTEST:

CITY CLERK

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NOTE: For SWORN positions, salaries listed include 9% in-lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(b)(2). For NON-SWORN positions, salaries listed include 8% in-lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(b)(2). See additional notes about education incentive pay at bottom of salary charts.

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
SWORN OFFICERS						
Police Sergeant	Annual	81,726	85,812	90,112	94,618	99,349
	Monthly	6,810	7,151	7,509	7,885	8,279
	Biweekly	3,143	3,300	3,466	3,639	3,821
	Hourly	39.29	41.26	43.32	45.49	47.76
Police Officer – Investigations	Annual	71,007	74,562	78,290	82,205	86,320
	Monthly	5,917	6,213	6,524	6,850	7,193
	Biweekly	2,731	2,868	3,011	3,162	3,320
	Hourly	34.14	35.85	37.64	39.52	41.50
Police Corporal	Annual	71,007	74,562	78,290	82,205	86,320
	Monthly	5,917	6,213	6,524	6,850	7,193
	Biweekly	2,731	2,868	3,011	3,162	3,320
	Hourly	34.14	35.85	37.64	39.52	41.50
Police Officer	Annual	67,627	71,009	74,568	78,299	82,217
	Monthly	5,636	5,917	6,214	6,525	6,851
	Biweekly	2,601	2,731	2,868	3,011	3,162
	Hourly	32.51	34.14	35.85	37.64	39.53
NON-SWORN POSITIONS						
Parking Enforcement Officer	Annual	46,921	49,267	51,722	54,309	57,035
	Monthly	3,910	4,106	4,310	4,526	4,753
	Biweekly	1,805	1,895	1,989	2,089	2,194
	Hourly	22.56	23.69	24.87	26.11	27.42

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Administrative Aide I	Annual	48,066	50,484	52,991	55,638	58,425
	Monthly	4,006	4,207	4,416	4,637	4,869
	Biweekly	1,849	1,942	2,038	2,140	2,247
	Hourly	23.11	24.27	25.48	26.75	28.09

NOTE: EDUCATION INCENTIVE PAY

For employees hired before January 1, 2003, subject to conditions specified in the MOU, the City will provide incentive pay until June 30, 2004 as follows: 5% of salary for Associate Degree or, 10% of salary for Bachelor Degree or 12.5% of salary for Masters Degree

For employees hired after January 1, 2003, subject to conditions specified in the MOU, the City will provide incentive pay as follows: 3% of salary for Associate Degree/Intermediate POST Certificate or 5% of salary for Bachelor Degree/Advanced POST Certificate or 7% of salary for Masters Degree

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SAUSALITO POLICE ASSOCIATION

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(415) 289-4170 FAX: 289-4175



Friday, December 4, 2009

Dear Sausalito City Officials,

The Sausalito Police Association (SPA) has voted to accept the most recent contract offer. We would like to thank everyone involved in the negotiations and look forward to working cooperatively together in the near future for the next contract.

Respectfully Submitted,

Steven Veveiros, Sergeant
Sausalito Police Department

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