POLICE OFFICERS’ ASSOCIATION
Memorandum of Understanding

Summary Objectives and Outcomes
Negotiation Objectives:

• Transition the PERS member cost share of 9% to the POA employees to reduce the City’s long term expenses.

• Modify POA special pay categories by revising the tier structures for new hires to reduce costs and future liability.

• Address and revise sick and vacation leave pay methods to reduce cost of current and future obligations.

• Manage and contain escalating medical benefit cost by capping the City monthly contribution for the duration of the MOU.
Summary Supporting Changes

**Retirement Cost Sharing:** POA employees will assume payment for the 9% member contributions previously covered by the City.

**Base Salary Increase:** 13.5% increase in base salary

**Longevity Pay:** Reduced from five (5) tiers to three (3) at lower flat monthly rates for new hires

**Education Incentive:** Reduced from four (4) incentive levels to one for Bachelor’s Degree only for new hires.

**Regular Rate of Pay:** Definition revised to clarify 9% EPMC is **not** included in calculations for:

- Regular rate of pay,
- Overtime rate
- Leave payouts
Summary Supporting Changes  (cont.)

**Vacation Payouts:** To be paid at base rate of pay only rather than regular rate

**Sick Leave Payouts:** Accrual cap reduced from 1056 hours to 800 hours. Future payments to be made at base rate of pay.

**Overtime Calculations:** Sick Leave does not count as “hours worked” for calculating overtime

**Health Insurance Monthly Contribution:** Capped at $1425.02 for the duration of the agreement. Eliminates automatic annual formula recalculation/adjustment.

**Annual Uniform Allowance:** Eliminated ($750/year)

**Term of Agreement:** October 1, 2014 - September 30, 2018