Police Officers’ Association MOU

- Negotiated over # of meetings
- Guiding Principles:
  - Develop as a Choice Employer and Workforce (reduce vacancy rate from 20%)
  - City as employer of choice (competitive salary and benefits)
  - Demonstrating increasing stability (longevity, retention)
  - Fairness (PERs Pick-up)
  - Balanced approach, open and honest conversation
- Tentative agreement on November 13, 2018
Police Officers’ Association

MOU

- Highlights:
  - **Term:** 3 years, October 1, 2018 to September 30, 2021
  - **Salary Adjustments:**
    - 9% effective November 24, 2018
    - 2% effective October 1, 2019
    - 2% effective October 1, 2020
  - **PERS pick-up:** additional 3% (total of 12% pick up by members)
  - **Non-PERSable retention bonus** (total $7,500) paid in two installments:
    - $3,750 paid in December 2018
    - $3,750 paid in December 2020
Police Officers’ Association
MOU

- **Highlights:**
  - **Health Insurance Premium:**
    - Effective 1/1/19 from $1,425.02 to $1,500 monthly allowance
    - Effective 1/1/20 from $1,500 to $1,575 monthly allowance
    - Effective 1/1/21 from $1,575 to $1,650 monthly allowance
  - **Computer Loan Program:** elimination of program
  - **Compensatory Time Off (CTO):** members agreed to 120 hours annual cap
Police Officers’ Association
MOU

Cost:
- Estimated total aggregate cost $2,366,135
- FY 2018-19: $570,000 with 10.25 months remaining
- FY 2019-20: $684,321
- FY 2020-21: $1,111,809