



CITY OF MARTINEZ

**CITY COUNCIL AGENDA
March 4, 2009**

TO: Mayor and City Council

FROM: Lianne Marshall, Assistant City Manager - Administrative Services

SUBJECT: Memorandum of Understanding between the City of Martinez and the Martinez Police Officers Association

DATE: February 20, 2009

RECOMMENDATION:

Adopt a resolution authorizing the City Manager to execute a Memorandum of Understanding between the City of Martinez and the Martinez Police Officers Association (MPOA), for the contract period January 1, 2009 through June 30, 2010.

BACKGROUND:

Representatives of the City and MPOA have met and conferred on the issue of labor negotiations in accordance with provisions set forth in Government Code Section 3500, Meyers-Milias-Brown Act.

The City and MPOA have reached a Tentative Agreement that includes the following key provisions:

- The Term of the contract is eighteen months from January 1, 2009 through June 30, 2010.
- Salary – Effective January 1, 2009, the City will increase the base salary of the employees covered by the MOU, by an amount equal to the percent change in the Consumer Price Index (CPI) between October 2007 and October 2008. The CPI Report utilized will be the SF Bay Area, Urban Wage Earners and Clerical Workers. However the minimum adjustment paid under this provision shall be no less than two percent (2%) and no greater than three and one-half percent (3.5 %.) This represents an increase of 3.5% effective January 1, 2009.

Effective January 1, 2009, the City will provide an equity increase of one and one-half percent (1.5%) for all bargaining unit members.

Effective January 1, 2009, the City will provide an internal equity adjustment of two percent (2%) for sergeants.

Effective January 1, 2010, the City will provide an internal equity adjustment of two percent (2%) for sergeants.

- Shift Differential - Effective January 1, 2010, bargaining unit members whose regular shift assignment is night shift shall receive a shift differential of one hundred fifty dollars (\$150) per month.
- Health and Welfare Benefits - The parties agree to status quo maintenance of benefits.
- Increase meal allowance for overtime from eight dollars (\$8.00) to ten dollars (\$10.00.)
- The MPOA agrees to meet and confer with the City on the implementation of the City-wide Workers Compensation Policy, and agrees that the existing City-wide policy on Military Leave applies to the MPOA bargaining unit.
- In addition, the City and MPOA agreed to a number of changes to and clarifications of provisions as set forth in the attached red-lined version of the MOU.
- The parties agree that all other MOU language remains unchanged.

The attached draft Memorandum of Understanding incorporates the changes agreed to through the negotiation process. The MPOA members met on February 5, 2009, and voted to ratify the agreement.

FISCAL IMPACT:

The fiscal impact in FY 2008-09 is \$101,885. Funds are available within existing budget authority. Total cost for the contract period is \$334,331.

ACTION:

Adopt the resolution authorizing the City Manager to execute a Memorandum of Understanding between the City of Martinez and the Martinez Police Officers Association.

Attachments

APPROVED BY:



City Manager

RESOLUTION NO. -09

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF MARTINEZ AND MARTINEZ POLICE OFFICERS ASSOCIATION (MPOA) FOR THE CONTRACT PERIOD JANUARY 1, 2009 THROUGH JUNE 30, 2010

WHEREAS, representatives of the Martinez Police Officers Association (MPOA) and the City of Martinez have met and conferred on the issue of labor negotiations in accordance with provisions set forth in Government Code Section 3500 of the Myers-Milias-Brown Act; and

WHEREAS, the City and MPOA have reached a Tentative Agreement for the period January 1, 2009 through June 30, 2010; and

WHEREAS, the provisions of the Agreement have been presented to the City Council of the City of Martinez and have been incorporated into the Memorandum of Understanding attached to this resolution.

NOW, THEREFORE, BE IT RESOLVED, that the City Manager is authorized to execute the Memorandum of Understanding between the City and the MPOA.

* * * * *

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution duly adopted by the City Council of the City of Martinez at a Regular Meeting of said Council held on the 4th day of March, 2009 by the following vote:

AYES:

NOES:

ABSENT:

RICHARD G. HERNANEZ, CITY CLERK
CITY OF MARTINEZ