



CITY OF MARTINEZ

**CITY COUNCIL AGENDA
June 16, 2010**

TO: Mayor and City Council

FROM: Phil Vince, City Manager

PREPARED BY: Tim Sullivan, Labor Negotiations Consultant

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

DATE: June 10, 2010

RECOMMENDATION:

Adopt a resolution authorizing the City Manager to execute an addendum to extend and modify the existing Memorandum of Understanding (MOU) between the City of Martinez and the Martinez Police Officers' Association from June 30, 2010 to June 30, 2011.

BACKGROUND:

Representatives of the City and the Martinez Police Officers' Association (“the Association”) have met and conferred on the issue of labor negotiations in accordance with provisions set forth in Government Code Section 3500, et seq. The City and the Association have reached a tentative agreement to extend the expiration date of the existing MOU from June 30, 2010 to June 30, 2011 and to make minor modifications, as detailed below. The extension of the expiration date to June 30, 2011, will result in the existing wages, hours, and terms and conditions of employment being extended for an additional year.

Modifications:

- Effective June 30, 2011, Section 6.3.6 (Longevity Pay) is amended to extend the 2.5% salary increase currently paid to Sergeants upon completion of 25 years of full-time service, to all employees in the Association after 25 years of service.
- Effective July 1, 2010, the Longevity Pay percentages cited in Section 6.3.6 will no longer be compounded upon themselves.
- The parties have entered into an agreement memorializing the existing verbal agreement concerning compensation for night shift assignments of less than a full month.
- Effective July 1, 2010, mandatory rotation in Patrol assignments will be terminated.
- A Joint Labor-Management Committee will meet monthly until December, 2010, to discuss and attempt to reach agreement on changes that can be made to reduce costs and increase revenues.

- The parties will begin negotiations on a successor MOU in January, 2011, with a goal of reaching agreement by March 30, 2011.

On June 9, 2010 the Association ratified the agreement and the members voted in favor of the extension.

FISCAL IMPACT:

All provisions of the existing agreement are currently budgeted. The increase in Longevity Pay is estimated to cost approximately \$3,800.00 for Fiscal Year 2011-12.

ACTION:

Motion adopting a resolution authorizing the City Manager to execute an addendum to extend and modify the existing Memorandum of Understanding (MOU) between the City of Martinez and the Martinez Police Officers' Association from June 30, 2010 to June 30, 2011.

Attachments:

Resolution

Addendum to MOU

Tentative Agreement



APPROVED BY: City Manager

RESOLUTION NO. -06

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARTINEZ
AUTHORIZING THE EXECUTION OF A ONE YEAR EXTENSION OF THE
MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MARTINEZ AND THE
MARTINEZ POLICE OFFICERS' ASSOCIATION

WHEREAS, the City and the Martinez Police Officers' Association (hereinafter "the Association") are parties to a Memorandum of Understanding setting forth the wages, hours and other terms and conditions of employment; and

WHEREAS, the City and the Association have reached a tentative agreement to extend the expiration date of the Memorandum of Understanding (MOU) from June 30, 2010 to June 30, 2011 and to make other modifications to the existing MOU; and

WHEREAS, the extension of the expiration date to June 30, 2011 will result in the existing wages, hours, and terms and conditions of employment being extended for an additional year without significant change.

NOW, THEREFORE, BE IT RESOLVED, that the City Council does hereby authorize the City Manager to execute an Addendum to extend the existing Memorandum of Understanding from June 30, 2010 to June 30, 2011.

* * * * *

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 16 day of June, 2010 by the following vote:

AYES:

NOES:

ABSENT:

RICHARD G. HERNANDEZ, CITY CLERK
CITY OF MARTINEZ

**Addendum to the Memorandum of Understanding between the City of
Martinez and the Martinez Police Officers' Association**

The parties to this Agreement, after having fulfilled all of their legal obligations to meet and confer in good faith pursuant to Government Code Section 3500 et seq., do hereby agree to extend the expiration date of the current Memorandum of Understanding between the parties from June 30, 2010 through June 30, 2011 with the minor modifications listed on the attached documents. Except as noted on these attachments, the wages, hours and other terms and conditions of employment as set forth in the Memorandum of Understanding shall continue without change during the one year extension of the Memorandum of Understanding.

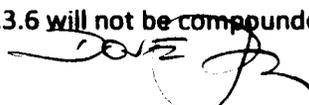
On Behalf of the City of Martinez: On Behalf of the Association:

Philip Vince

Date:

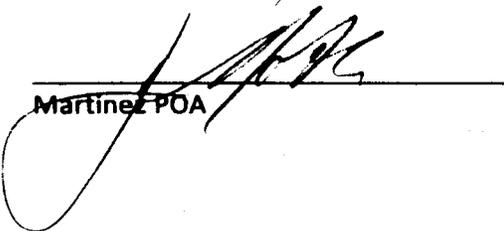
Date:

Tentative Agreement between Martinez Police Officers Association and the City of Martinez

- Extend the current contract for 12 Months through 6/30/11
- Establish a Labor Management Committee to discuss cost savings and revenue generating ideas. Committee to begin meeting in June, 2010 and will meet at least once per month through December, 2010
- Amend Section 6.3.6 (Longevity Pay). Effective 6/30/11, delete the final sentence of the current language in this section and replace it with the following language: "Effective June 30, 2011, upon completion of twenty-five (25) years of full-time service, each employee in the Association shall receive an additional two and one-half percent (2.5%) increase in salary for a total of nine and one-half percent (9.5%)." Effective 6/30/11, strike the final sentence of the current language for this section.
- The parties agree that the Longevity Pay percentages cited in Section 6.3.6 will not be compounded upon themselves. That is, each percent increase will be applied to base pay. 
- By June 30, 2010, the parties will develop and sign a Sideletter codifying the existing verbal agreement that night shift assignments of less than a full month will be compensated at the rate of \$5.00 per day.
- Effective July 1, 2010, there will be no mandatory rotation in Patrol. 
- The parties agree to begin negotiations on a successor MOU in January, 2011 with a goal of reaching agreement by March 30, 2011.

Dated

6/2/10


Martinez POA


City of Martinez

6.3.12 Shift Differential

Effective January 1, 2010, bargaining units members whose regular shift assignment is night shift, as defined in section 11.2.1 of the MOU, shall receive a night shift differential of one hundred fifty dollars (\$150) per month.

All shift assignments less than a full month will be compensated at the rate of five dollars (\$5) per day.

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CITY

11.5 SHIFT CHOICE BY SENORITY

Choices of shifts to be worked shall be assigned by seniority with the most senior officer in the classification having first choice of the shift to be worked. ~~However, shift assignments shall be subject to rotation every nine (9) months. If an employee has worked three (3) consecutive periods on the same shift, he/she must sign up for a slot on the opposing shift.~~

6/2/10 TA 1412
