



CITY COUNCIL AGENDA REPORT

MEETING DATE: January 15, 2008

ITEM NUMBER:

SUBJECT: ADOPTION OF THE MEMORANDUM OF UNDERSTANDING AND SALARY ADJUSTMENTS FOR THE COSTA MESA POLICE ASSOCIATION (CMPA)

DATE: December 11, 2007

FROM: ADMINISTRATIVE SERVICES DEPARTMENT/HUMAN RESOURCES DIVISION

PRESENTATION BY: TERRI L. CASSIDY, HUMAN RESOURCES MANAGER

FOR FURTHER INFORMATION CONTACT: TERRI L. CASSIDY (714) 754-5115

RECOMMENDATION:

1. Adopt the new Memorandum of Understanding (MOU, Attachment I) between the City of Costa Mesa and the Costa Mesa Police Association (CMPA) for the period covering September 1, 2007 through August 31, 2010.
2. Adopt Resolution Number 08 - _____ (Attachment II), which implements salary range adjustments for job classifications represented by the Costa Mesa Police Association (CMPA), as negotiated between the City and the CMPA.
3. Approve Budget Adjustment BA # 08-033, in the amount of \$1,105,715 (Attachment III) to transfer funds from the Non-Departmental cost center and increase appropriations to the Police Department's operating budget, to cover the salary adjustment.

BACKGROUND:

The three-year collective bargaining agreement between the City and the Costa Mesa Police Association (CMPA) expired August 31, 2007. Through a series of collaborative and productive meetings between September 2007 and November 2007, the City's negotiation team and the CMPA's negotiation team were able to come to a tentative successor agreement that will cover the period from September 1, 2007 through August 31, 2010. The parties are in full accord on the recommendations.

ANALYSIS:

Following are some key provisions of the negotiated agreement that the parties feel are important interests to both the City and CMPA.

- Continue the use of five contiguous agencies and the Orange County Sheriff's Department as marketplace comparisons.

- Salaries will be surveyed annually and adjustments made to bring Costa Mesa to the median of the marketplace, subject to the fiscal ability to support this adjustment. In the pay period including September 1, 2007, represented classifications for the Police Officer benchmark will receive a 4.86% increase and classifications represented by the Police Sergeant classification will receive a 3.32% increase. In addition, a 5% salary range step will be added to the salary resolution effective on September 1, 2007 and again on September 1, 2008.
- The parties agreed to replace the prior “affordability” concept (Chapman report and CPI factors) with a financial hardship clause based upon the City of Costa Mesa’s economic health. Any salary moratorium that is triggered based upon review of revenue sources will be subject to a reopener discussion between the parties on or about September 1 of each contract year. This is the same language used in the CMFA and CMCEA agreements.
- Eliminate the medical waiver fee for employees who provide appropriate proof of other medical insurance coverage during annual Open Enrollment for benefits. This was also included in the CMFA and CMCEA MOU’s.
- Agree to increase the City’s contribution to the medical flexible spending bucket by \$150 per month, effective January 1, 2008.
- Increase Canine Maintenance pay at time and one-half from 6 to 7 hours per pay period and increase Field Training Officer pay from 5% to 12.5% when assigned to these duties.
- Increase the tuition reimbursement amount from \$1,000 to \$1,250 per year to reflect the increased costs in classes and college/university fees.
- Add American Sign Language as qualifying for bilingual pay, subject to proof of competency.
- Add a 20+ year vacation accrual rate.
- Set a cap on the vacation accrual rate at each accrual level (1-3 years, 3-5 years, etc.) and cease additional accruals once the cap is reached. This agreement replaces the current vacation payout practice.
- Parties mutually agreed to continue discussion on the following items during the life of the agreement:
 - Discuss during the second year of the contract, an additional pay for exemplary training above the Advanced POST Certificate for Police Sergeants.
 - Explore a physical fitness testing program with a medical component. This program will be studied and developed by a joint committee to include representatives from CMPA, CMPMA and the Human Resources Division.

The CMPA members overwhelmingly ratified the tentative agreement. This agreement is presented to the City Council for final approval and adoption.

ALTERNATIVES CONSIDERED:

The parties to this agreement considered a wide variety of issues in the context of good faith negotiations in accordance with Government Code Section 3500 et seq. (Meyers-Millias-Brown Act). This MOU represents the successful conclusion of the legal process and appropriate alternatives need not be considered as a result of collaborative efforts expended.

FISCAL REVIEW:

Implementation of the recommended salary range adjustments for CMPA-represented classifications will result in an estimated budgetary impact of \$594,631 in salary and \$511,084 in related benefits or an estimated total annual impact of \$1,105,715. The FY 2007-08 adopted budget provides some funding for employees' salary increases. The attached Budget Adjustment BA #08-033 for \$1,105,715 will transfer \$360,147 from the Non-Departmental cost center and \$745,568 from undesignated fund balance to the Police Department's operating budget to cover the salary adjustment for CMPA effective September 1, 2007 to June 30, 2008.

LEGAL REVIEW:

The City Attorney has reviewed the documents and approved them as to form.

CONCLUSION:

Staff recommends that the City Council approve the successor City of Costa Mesa/CMPA MOU (2007-2010), the salary resolution, and companion budget adjustment.

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City Attorney
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City Clerk
CMPA

ATTACHMENTS: I [CMPA 2007-2010 MOU](#)
II [CMPA Salary Resolution #08-](#)
III [Budget Adjustment BA #08-033](#)