



CITY COUNCIL AGENDA REPORT

MEETING DATE: March 4, 2008

ITEM NUMBER: VI - 7

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

DATE: February 13, 2008

FROM: ADMINISTRATIVE SERVICES DEPARTMENT/HUMAN RESOURCES DIVISION

PRESENTATION BY: TERRI L. CASSIDY, HUMAN RESOURCES MANAGER

FOR FURTHER INFORMATION CONTACT: TERRI L. CASSIDY, AT (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 Management Association (CMPMA) 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 Management Association (CMPMA), as negotiated between the City and the CMPMA.
3. Approve Budget Adjustment BA 08-041 (Attachment III) for \$193,125 to appropriate funds for the above-listed salary adjustments.

BACKGROUND:

The three-year collective bargaining agreement between the City and the Costa Mesa Police Management Association (CMPMA) expired August 31, 2007. Through collaborative and productive meetings between the City's negotiation team and the CMPMA's negotiation team, both parties 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 CMPMA.

- 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/average of the marketplace, subject to the fiscal ability to support this adjustment. 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, CMPA 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, CMPA and CMCEA MOU’s.
- 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:
 - 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 CMPMA 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-Milias-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:

The attached budget adjustment BA 08-041 appropriates \$193,125 from Undesignated Fund Balance in the General Fund to fund the market salary adjustments retroactive to August 19, 2007. The estimated annual budget impact of these adjustments to the General Fund is \$126,188 in salaries and \$66,937 in related benefits.

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/CMPMA MOU (2007-2010), adopt the attached salary resolutions and companion budget adjustment retroactive to August 19th, 2007.

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Director of Administrative Services

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Director of Finance

KIMBERLY HALL BARLOW
City Attorney

DISTRIBUTION: City Manager
Assistant City Manager
City Attorney
Finance Director
City Clerk

ATTACHMENTS: I [030408 CMPMA 2007-2010 MOU](#)
II [030408 CMPMA Salary Resolution 08-](#)
III [030408 Budget Adjustment #08-041](#)