



# CITY COUNCIL AGENDA STATEMENT



July 28, 2020

File ID: 20-0317

## **TITLE**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING THE THIRD AMENDMENT TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA POLICE OFFICER'S ASSOCIATION TO EXTEND THE TERM OF THE MOU TO JUNE 30, 2021

## **RECOMMENDED ACTION**

Council adopt the resolution.

## **SUMMARY**

In 2014, negotiating teams representing the City of Chula Vista and the Chula Vista Police Officer's Association (POA) worked collaboratively toward the development of a mutually beneficial Memorandum of Understanding (MOU), which the parties entered into for the time period of November 4, 2014 to June 30, 2017. In February 2017, the City and POA engaged in informal discussions to extend and amend the MOU and an agreement was reached to amend the MOU and extend the term to June 30, 2020. For the last four months, negotiating teams representing the City and POA engaged in formal negotiations and agreement was subsequently reached to extend the term of the MOU to June 30, 2021 and provide an equity adjustment to POA-represented classifications.

## **ENVIRONMENTAL REVIEW**

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

## **BOARD/COMMISSION/COMMITTEE RECOMMENDATION**

N/A

## **DISCUSSION**

In 2014, negotiating teams representing the City of Chula Vista and the Chula Vista Police Officer's Association (POA) worked collaboratively toward the development of a mutually beneficial Memorandum of Understanding (MOU), which the parties entered into for the time period of November 4, 2014 to June 30, 2017. In February 2017, the City and POA engaged in informal discussions to extend and amend the MOU and an agreement was reached to amend the MOU and extend the term to June 30, 2020. For the last four months, negotiating teams representing the City and the POA engaged in formal negotiations and agreement was subsequently reached to extend the term of the MOU to June 30, 2021 and provide an equity adjustment to POA-represented classifications as noted below:

Peace Officer	2%
Police Agent	2%
Police Sergeant	2%
Police Lieutenant	2%

These equity adjustments are recommended in order to address the current ranking of sworn staff when compared to other local municipal police agencies and the County of San Diego. Currently, Chula Vista POA-represented classifications are ranked as follows (with 10 and 6 being the lowest):

### **DIRECT AGENCY COST RANKING**

Peace Officer	8 of 10
Police Agent	4 of 6
Police Sergeant	7 of 10
Police Lieutenant	7 of 10

While the proposed equity adjustments do not bring these classifications to median, it is a step forward in beginning to address the increased salaries that have been provided to San Diego County Sheriffs and municipal peace officers throughout the region.

Approval of the Resolution will adopt the Third Amendment to the 2014-2017 Memorandum of Understanding between the City of Chula Vista and the Chula Vista Police Officer's Association.

## **DECISION-MAKER CONFLICT**

Staff has reviewed the decision contemplated by this action and has determined that it is not site-specific and consequently, the real property holdings of the City Councilmembers do not create a disqualifying real property-related financial conflict of interest under the Political Reform Act (Cal. Gov't Code § 87100, et seq.).

Staff is not independently aware, and has not been informed by any City Councilmember, of any other fact that may constitute a basis for a decision-maker conflict of interest in this matter.

### CURRENT-YEAR FISCAL IMPACT

The proposed changes for POA represented employees will not increase the operating budget in fiscal year 2021. These costs will be absorbed within the Police Department’s budget due to higher than anticipated sworn and non-sworn vacancies.

The following table reflects the allocation of the salary increases by funding source:

Fund	Cost
General Fund	\$ 586,680
2018 Measure A Sales Tax	78,339
State Grants	12,349
<b>Total Cost</b>	<b>\$ 677,368</b>

Recruiting and hiring efforts will continue, without slowing down, with the goal of being fully staffed to meet the needs of the community. As of the most recent personnel counts, there are 27.5 vacancies in the Police Department, general fund (17 vacancies in sworn positions and 5 vacancies in non-sworn positions).

The Police Departments general fund adopted budget assumed salary savings of \$931,406 due to anticipated vacancies and \$500,000 additional overtime costs due to those vacancies. The proposed salary increases will add approximately \$586,680 to the salary savings goal in fiscal year 2021. The total projected salary savings would total \$2 million which is equivalent to an average of 12 vacancies for the year.

### ONGOING FISCAL IMPACT

The ongoing costs associated with the proposed change are approximately \$704,462 annually. The overall cost will increase along with future cost of living adjustments and benefit changes. The costs will be included in future proposed budgets as part of the annual budget process.

### ATTACHMENT

Third Amendment to the 2014-2017 Memorandum of Understanding Between the City of Chula Vista and the Chula Vista Police Officer’s Association.

*Staff Contact: Courtney Chase, Director of Human Resources/Risk Management*