



Agenda Report

File #: 18-2154

AGENDA REPORT REQUEST FOR CITY COUNCIL ACTION

DATE: 10/17/2018

TO: Honorable Mayor and City Council Members

FROM: Administrative Services Department

SUBJECT:

City Council Consideration of the Corona Police Supervisors Association Memorandum of Understanding and the Corona Police Employees Association Memorandum of Understanding

RECOMMENDED ACTION:

That the City Council:

1. Adopt the Corona Police Supervisors Association Memorandum of Understanding effective July 1, 2018 through June 30, 2020.
2. Adopt the Corona Police Employees Association Memorandum of Understanding effective July 1, 2018 through June 30, 2020.

ANALYSIS:

The California Meyers-Millias-Brown-Act (MMBA) requires the City to meet and confer, in good faith, with its bargaining groups on all matters relating to employment conditions and employer-employee relations, including, but not limited to wages, hours and other terms and conditions of employment. The Corona Police Supervisors Association (CPSA) represents all supervising peace officers in the Police Department except for the Police Chief. The Corona Police Employees Association (CPEA) represents all non-supervisory peace officers in the Police Department. The current Memorandums of Understanding (MOU) between the City and CPSA and CPEA expired June 30, 2017. Pursuant to the MMBA, the City began negotiations with the CPSA and CPEA for successor MOU's. After meeting and conferring in good faith the City has reached agreement with CPSA and CPEA for new MOU's that will expire on June 30, 2020.

Terms of New Memorandum of Understanding

1. Medical Allowance: Effective the first full pay period following October 17, 2018, the City's maximum contribution toward medical coverage will be \$1563.67 per month for employee plus two or more dependents coverage, \$1202.83 per month for employee plus one dependent

coverage, and \$601.42 per month for employee only coverage.

2. Tier II Medical Difference: Effective the first full pay period following October 17, 2018, the maximum Medical Difference will be \$950 per month.
3. Medical Opt-out: Effective the first full pay period following October 17, 2018, the maximum benefit for employees opting out of medical coverage will be \$1000 per month for employee plus two or more dependent coverage, \$750 per month for employee plus one dependent coverage, and \$450 per month for employee only coverage.
4. Flex Spending Allowance: Eliminate flexible benefit allowance for all CPSA and CPEA members - \$1,500 per year for Police Captains and \$64 per year for all other CPSA and CPEA members.
5. Tuition Reimbursement: Education Plans approved after October 17, 2018 will be subject to a maximum amount of \$2500 per employee per fiscal year and a lifetime maximum amount of \$10,000 per employee.
6. Cost of Living Adjustment: Effective the first full pay period following October 17, 2018, the base rate for CPSA and CPEA members will be increased by approximately one percent (1%) by moving each employee's base pay two steps up on the City's salary grid. Effective the first full pay period following July 1, 2019, the base rate for CPSA and CPEA members will be increased by approximately one percent (1%) by moving each employee's base pay two steps up on the City's salary grid.
7. Compaction between Corporal and Detective: Effective the first full pay period following October 17, 2018, the base rate for Detectives will be increased by approximately one-half percent (0.5%) by moving each Detective's base pay one step up on the City's salary grid to ensure that the bottom step of the salary range for Detectives will be two and one-half percent (2.5%) greater than the top step of the salary range for Corporals.
8. Clarifying Changes and Document Clean-Up:
 - The long-term disability benefit language has been revised to more accurately describe the process for passing on savings in the premium costs to CPEA and CPSA members. Additionally, language in the CPSA MOU has been simplified to account for the change from California Law Enforcement Association Plan B to Plan A, which was negotiated as part of the previous MOU.
 - Language has been added to reaffirm the Tier I lifetime health benefits to comply with the United States Supreme Court's decision in *M&G Polymers v. Tackett* (2015) 135 S.Ct. 926.
 - The CalPERS benefit has been simplified by eliminating the reference to tiers and instead referring to employees as either "Classic" members or "New" members for purposes of identifying PEPRAs employees.
 - All provisions of the previously agreed to side letters have been incorporated. Language that was no longer relevant and applicable was removed.

COMMITTEE ACTION:

Not applicable.

STRATEGIC PLAN:

Not applicable.

FISCAL IMPACT:

The implementation of the agreements with CPEA and CPSA will result in an estimated savings of \$56,120 over the term of the contract. The Fiscal Year 2018-19 savings have been pro-rated based on the effective date of the agreements. The estimated savings were calculated using the June 30, 2016 CalPERS data (most current available during negotiations), projected 6% growth in future health premiums, and employee health plan elections made for calendar year 2018. All positions in CPSA and the majority of positions in CPEA are budgeted in the General Fund

Contracts:

Fiscal Year	CPSA	CPEA	Totals
2018-19 Pro-rated	\$(41,269)	\$(2,721)	\$(43,990)
2019-20	\$(42,125)	\$29,995	\$(12,130)
Totals	\$(83,394)	\$27,274	\$(56,120)

Fund Balance Impacts:

Fund	07/01/18 Est. Fund Balance	Budgeted Revenues/ Sources	Budgeted Expenditures/ Uses	Fund Balance Impacts	06/30/19 Est. Fund Balance
Traffic Offender Fund 422	\$123,899	\$182,015	\$(240,794)	\$2,282 MOU Savings CPEA	\$67,402

GENERAL FUND	
Budget Workshop May 23, 2018 - Est. Revenue Over Expenditures	\$6,626,911
Previously approved budget adjustments (net)	(6,120,285)
Revised Estimated Revenue Over Expenditures	\$506,626
MOU Savings - CPEA and CPSA	41,708
Revised Estimated Revenue Over Expenditures	\$548,334
Estimated Budget Balancing Measures Reserve 06/30/18	\$20,645,252
Estimated FY 2018-19 Change in Budget Balancing Measures Reserve	548,334
Estimated Budget Balancing Measures Reserve 6/30/19	\$21,193,586

ENVIRONMENTAL ANALYSIS:

Environmental review is not required. The proposed actions are not a project under the California Environmental Quality Act.

PREPARED BY: JAMIE RAYMOND, CHIEF DEPUTY CITY ATTORNEY

REVIEWED BY: DEAN DERLETH, CITY ATTORNEY

REVIEWED BY: MICHELE NISSEN, ASSISTANT CITY MANAGER

REVIEWED BY: KERRY D. EDEN, ASSISTANT CITY MANAGER/ADMINISTRATIVE SERVICES DIRECTOR

SUBMITTED BY: DARRELL TALBERT, CITY MANAGER

Attachments:

Corona Police Supervisors Association Memorandum of Understanding (Redline)

Corona Police Supervisors Association Memorandum of Understanding (Clean)

Corona Police Employees Association Memorandum of Understanding (Redline)

Corona Police Employees Association Memorandum of Understanding (Clean)