

DATE SUBMITTED 7/29/2020
 SUBMITTED BY ACM
 DATE ACTION REQUIRED 8/5/2020

COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION (X)
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS [Signature]

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL AND IMPERIAL POLICE OFFICER'S ASSOCIATION	
<ol style="list-style-type: none"> 1. APPROVAL OF RESOLUTION NO. 2020-50 TO ADOPT THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL AND IMPERIAL POLICE OFFICER ASSOCIATION FOR THE TERM OF ONE (FISCAL) YEAR; 2. APPROVAL OF ADDENDUM TO INCORPORATE TERMS AND CONDITIONS UNDER ARTICLE XVII, COMPENSATION DUE TO IMPACTS OF COVID-19; 3. APPROVAL OF AMENDMENT TO EXHIBIT A POSITION ALLOCATION LIST TO ACCEPT RELINQUISHED POSITIONS OF POLICE RECORDS CLERK, SENIOR RECORDS CLERK, POLICE SERVICES TECHNICIAN, AND ANIMAL CONTROL OFFICER FROM TEAMSTERS LOCAL UNION #542. 	
DEPARTMENT INVOLVED: <u>City Managers Office and Administrative Services Department</u>	
BACKGROUND/SUMMARY: Whereas the City of Imperial has completed our meet and confer obligation with the Imperial Police Officers Association (IPOA). IPOA agrees to a one year "roll over" memorandum of understanding, with an addendum to Article XVII, Compensation, due to negative budgetary impacts of the novel coronavirus COVID-19. Additionally, IPOA and Teamsters have come to an agreement relinquish and accept the positions as listed above. The transfer of positions will not cause any subsequent impacts to the Municipal Budget as approved on July 7, 2020.	
FISCAL IMPACT: No Fiscal Impacts	ADMIN SERV INITIALS <u>[Signature]</u>
STAFF RECOMMENDATION: It is staff's recommendation to approve the one year MOU, Addendum and Amendment as presented. In the event revenue streams improve, we will resume meet and confer obligations with all collective bargaining units.	DEPT. INITIALS <u>[Signature]</u>
MANAGER'S RECOMMENDATION: City Manager's Recommendation is to approve the resolution and MOU as presented for Action.	CITY MANAGER'S INITIALS <u>[Signature]</u>
MOTION:	
SECONDED: AYES: NAYES: ABSENT:	APPROVED () REJECTED () DISAPPROVED () DEFERRED () REFERRED TO:

RESOLUTION NO. 2020- 50

RESOLUTION OF THE CITY COUNCIL FOR THE CITY OF IMPERIAL, A MUNICIPAL GOVERNMENT OF THE STATE OF CALIFORNIA, ADOPTING THE MEMORANDUM OF UNDERSTANDING AND ADDENDUM BETWEEN THE CITY OF IMPERIAL AND IMPERIAL POLICE OFFICERS ASSOCIATION FOR FISCAL YEAR 2020-2021

WHEREAS, the City of Imperial and Imperial Police Officers Association have met and conferred in accordance with the requirements of the Meyers-Milias Brown Act and City Council Ordinance No. 634; and

WHEREAS, the City of Imperial negotiates the terms of the Memorandum of Understanding with the Imperial Police Officers Association, a duly recognized bargaining unit; and

WHEREAS, the City of Imperial and Imperial Police Officers Association have reached an agreement that wages, benefits and other conditions of employment as approved and adopted on June 19, 2019 will hold over for the fiscal year 2020-2021; and

WHEREAS, the City of Imperial and Imperial Police Officers Association have reached an agreement that all merit increases and/or COLA salary adjustments will be frozen for the period of one fiscal year 2020-2021 due to the impacts of the novel coronavirus COVID-19; and

WHEREAS, the Imperial Police Officers Association agrees to accept the positions of Police Records Clerk, Senior Records Clerk, Police Evidence Technician, and Animal Control Officer relinquished from Teamsters Union Local #542.

NOW, THEREFORE, the City Council of the City of Imperial DOES HEREBY RESOLVE that the Memorandum of Understanding AND ADDENDUM attached hereto as "Exhibit A", between the City of Imperial and Imperial Police Officers Association is approved and adopted. The City Manager is hereby directed to implement the provisions provided by this resolution effective July 1, 2020.

PASSED AND ADOPTED by the City Council of the City of Imperial at the Regular Meeting on August 5, 2020.

DARRELL PECHTL, MAYOR

ATTEST:

DEBRA JACKSON, CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY

**ADDENDUM TO MEMORANDUM OF UNDERSTANDING
BETWEEN**

**IMPERIAL POLICE OFFICERS ASSOCIATION & CITY OF
IMPERIAL FOR A ONE YEAR TERM OF
FISCAL YEAR 2020-2021**

ARTICLE XVII – COMPENSATION

The base pay for each classification represented by the ASSOCIATION is provided in Exhibit B to this MOU and incorporated herein by reference.

A. WAGE RATES

- 1) The CITY will maintain the eight (8) steps on the Salary Schedule for fiscal year 2019-2020;
1. Due to impacts of the novel coronavirus COVID-19, All current non-probationary status employees covered by this bargaining agreement will not receive a merit increase or COLA adjustment for fiscal year 2020-2021.
2. The COLA shall reflect May numbers report of each respective year.

**ADDENDUM TO MEMORANDUM OF UNDERSTANDING
BETWEEN**

**IMPERIAL POLICE OFFICERS ASSOCIATION & CITY OF
IMPERIAL FOR A ONE YEAR TERM OF
FISCAL YEAR 2020-2021**

ARTICLE XXVI – TERM OF AGREEMENT

This ADDENDUM shall be effective upon final adoption by Resolution of the City Council of the CITY and shall remain in full force and effect for fiscal year 2020-2021. Upon written request by either party and submission of an initial proposal prior to the expiration date of this MOU, each party may request to meet and confer regarding an amendment or new MOU.

Except in cases of emergency, CITY will provide ASSOCIATION written notice of any changes in CITY ordinances, rules, resolutions, regulations or established practices directly relating to matters within the scope of representation as defined by the law which is proposed to be adopted by CITY and shall give ASSOCIATION the opportunity to meet with CITY. In cases of emergency, CITY shall give ASSOCIATION such notice and opportunity to meet at the earliest possible time following adoption of such ordinance, rule, resolution or regulation.

Date:

Date:

Max Sheffield, President
Imperial Police Officers Association

Dennis H. Morita, City Manager
City of Imperial

ATTEST:

Debra Jackson, City Clerk

APPROVED AS TO FORM:

City Attorney

**CITY OF IMPERIAL
SALARY SCHEDULE - IPOA EMPLOYEES
FISCAL YEAR 2020 - 2021**

<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>10 YR STEP 8</u>
51	15.82	16.61	17.44	18.31	19.23	20.19	21.20	22.26
52	16.22	17.03	17.88	18.77	19.71	20.70	21.73	22.82
53	16.62	17.45	18.32	19.24	20.20	21.21	22.27	23.39
54	17.04	17.89	18.78	19.72	20.71	21.74	22.83	23.97
55	17.46	18.34	19.25	20.21	21.23	22.29	23.40	24.57
56	17.90	18.79	19.73	20.72	21.76	22.84	23.99	25.19
57	18.35	19.26	20.23	21.24	22.30	23.42	24.59	25.82
58	18.81	19.75	20.73	21.77	22.86	24.00	25.20	26.46
59	19.28	20.24	21.25	22.31	23.43	24.60	25.83	27.12
60	19.76	20.74	21.78	22.87	24.01	25.22	26.48	27.80
61	20.25	21.26	22.33	23.44	24.62	25.85	27.14	28.50
62	20.76	21.80	22.88	24.03	25.23	26.49	27.82	29.21
63	21.28	22.34	23.46	24.63	25.86	27.15	28.51	29.94
64	21.81	22.90	24.04	25.25	26.51	27.83	29.22	30.69
65	22.35	23.47	24.64	25.88	27.17	28.53	29.96	31.45
66	22.91	24.06	25.26	26.52	27.85	29.24	30.70	32.24
67	23.48	24.66	25.89	27.19	28.55	29.97	31.47	33.05
68	24.07	25.28	26.54	27.87	29.26	30.72	32.26	33.87
69	24.67	25.91	27.20	28.56	29.99	31.49	33.07	34.72
70	25.30	26.56	27.89	29.28	30.74	32.28	33.89	35.58
71	25.93	27.23	28.59	30.02	31.52	33.10	34.76	36.50
72	26.58	27.91	29.31	30.78	32.32	33.94	35.64	37.42
73	27.25	28.61	30.04	31.54	33.12	34.78	36.52	38.35
74	27.93	29.32	30.79	32.33	33.95	35.66	37.44	39.31
75	28.63	30.06	31.56	33.14	34.80	36.54	38.37	40.29
76	29.34	30.81	32.35	33.97	35.67	37.45	39.32	41.29
77	30.07	31.58	33.16	34.82	36.56	38.39	40.31	42.33
78	30.83	32.37	33.99	35.69	37.47	39.34	41.31	43.38
79	31.60	33.18	34.84	36.58	38.41	40.33	42.35	44.47
80	32.39	34.01	35.71	37.50	39.38	41.35	43.42	45.59
81	33.20	34.86	36.60	38.43	40.36	42.38	44.49	46.71

POSITION

Police Services Technician I
 Police Services Technician II
 Police Services Technician III
 Police Officer
 Corporal
 Sergeant

RANGE

54
 56
 61
 70
 76
 81

NO COLA

Council Action on July 7, 2020

Change to include formerly General Maintenance I(51), Police Records Clerk (54) and Senior Records Clerk (60)

Council Action on August 5, 2020