



# CITY OF CORONADO

## CITY COUNCIL STAFF REPORT

October 4, 2022

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**ADOPTION OF “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CORONADO, CALIFORNIA, AUTHORIZING THE CITY MANAGER TO EXECUTE A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CORONADO AND THE CORONADO POLICE OFFICERS’ ASSOCIATION FOR FISCAL YEARS 2022-23 THROUGH 2024-25 AND APPROVING CORRESPONDING CHANGES TO THE PERSONNEL AUTHORIZATION AND COMPENSATION PLAN”**

**RECOMMENDATION:**

Adopt “A Resolution of the City Council of the City of Coronado, California, Authorizing the City Manager to Execute a Successor Memorandum of Understanding Between the City of Coronado and the Coronado Police Officers’ Association for Fiscal Years 2022-23 through 2024-25 and Approving Corresponding Changes to the Personnel Authorization and Compensation Plan.”

**BACKGROUND:**

The Myers-Milias-Brown Act (MMBA) requires management and the exclusive representatives of employees to negotiate matters concerning wages, hours, and other terms and conditions of employment. The Coronado Police Officers’ Association (CPOA) represents 58 employees in the City’s Police Services Department. The current collective bargaining agreement expired on June 30, 2022.

**ANALYSIS:**

The City and the CPOA have reached an agreement for a successor Memorandum of Understanding (MOU) within the negotiating parameters authorized by the City Council, pending ratification and approval by both parties. The CPOA membership is currently scheduled to vote on the revised MOU on Thursday, September 29, 2022.

This agreement keeps City compensation competitive regionally and ensures that the City can attract and retain qualified employees. It also provides competitive adjustments in future years that are consistent with increases in the region. The MOU covers the fiscal years ending June 30, 2023, 2024, and 2025. The MOU is attached as Attachment 2 Exhibit A to the implementing resolution.

**FISCAL IMPACT:**

The fiscal impacts of certain negotiated MOU adjustments include:

- 4% base pay adjustment for all CPOA classifications for Fiscal Year 2022-23, 3% base pay adjustment for Fiscal Year 2023-24, 4% base pay adjustment for Fiscal Year 2024-25. Fiscal Year 2022-23 adopted budget includes a projected increase in base pay and will be monitored for additional appropriation at the mid-year budget adjustment, if necessary.
- Upward market adjustments of 0.75% in the second and third year of the contract for the Police Officer and Police Sergeant classifications.
- Increase the uniform allowance annual allotment by \$400.

- Add Step G for Police Services Officer I/II and Evidence and Property Technician classifications.
- Provide 2% shift differential pay for swing/overlap shift and 3% shift differential pay for graveyard shift.
- Increase the annual tuition reimbursement amount from \$1,000 to \$2,000 per fiscal year.
- Longevity pay composing of a one-time lump sum payment of \$1,000 for 10 years, \$1,500 for 15 years, \$2,000 for 20 years, \$2,500 for 25 years, and for every additional five (5) years of uninterrupted employment with the City.

The unbudgeted net impact of these MOU adjustments for appropriation in the FY 2022-23 budget is approximately \$155,000.

**ALTERNATIVE:**

The City Council may choose to not adopt “A Resolution of the City Council of the City of Coronado, California, Authorizing the City Manager to Execute a Successor Memorandum of Understanding Between the City of Coronado and the Coronado Police Officers’ Association for Fiscal Year 2022-23 through 2024-25 and Approving Corresponding Changes to the Personnel Authorization and Compensation Plan.”

**CALIFORNIA ENVIRONMENTAL QUALITY ACT:**

Not Applicable.

**PUBLIC NOTICE:**

No notice required.

**ATTACHMENTS:**

1. Resolution No. 2022-45
2. Exhibit A CPOA Memorandum of Understanding Submitted

Submitted By: Administrative Services Department / John Kim