

City of Garden Grove

INTER-DEPARTMENT MEMORANDUM

To: Scott C. Stiles From: Laura J. Stover
Dept.: City Manager Dept.: Human Resources
Subject: Adoption of a Resolution approving the Memorandum of Understanding with the Garden Grove Police Association. Date: 4/9/2019
(Action Item)

OBJECTIVE

For the City Council to adopt the Resolution approving a new four (4) year Memorandum of Understanding (hereinafter "MOU") with the Garden Grove Police Association (hereinafter "Union").

BACKGROUND

The City, as directed by the City Council, met and conferred with the Union and agreed to a MOU that will expire three years from ratification. The prior MOU expired on June 30, 2018.

DISCUSSION

The City and Union agreed to a new MOU with the term of July 1, 2018, to April 20, 2022. The MOU does not provide for any retroactive increases for the first year of the contract, FY 2018-19. The City and the Union agreed to the following in the second year, FY 2019-20:

- A two percent (2%) base salary increase, a longevity program, new ranks of Police Officer II, Master Officer II, Corporal II, and a revision of the education incentive program.
- The third year of the MOU, FY 2020-21, provides for a two and a half percent (2.5%) base salary increase, one percent (1%) salary increase to Step H of the salary range, and a \$150 increase to the City's cafeteria benefits.
- The fourth year of the MOU, FY 2021-22, provides a new four percent (4%) Step I at the top of the salary range, and a \$100 increase to the City's cafeteria benefits.

The final language of this MOU is still being worked out by the legal representatives of both parties and the document may not be finalized until after the April 9, 2019, City Council meeting. In order to not delay any changes that this MOU provides, it is requested that the City Council give the Human Resources Director the authorization to agree to any final language revisions agreed to by the parties. There would not be any financial changes, only language changes.

FINANCIAL IMPACT

The estimated cost for the agreed MOU provisions are approximately \$1,122,278 for FY 2019-20, \$1,135,567 for FY 2020-21, and \$812,043 for FY 2021-22. Future budgets appropriations will be made as appropriate to accommodate these estimated costs.

RECOMMENDATION

It is recommended that the City Council:

- Adopt the attached Resolution that approves the Memorandum of Understanding between the City of Garden Grove and the Garden Grove Police Association; and
- Authorize the Human Resources Director to finalize any last minute language changes that may occur between the parties.

ATTACHMENTS:

Description	Upload Date	Type	File Name
Memorandum of Understanding Police Association	4/4/2019	Backup Material	POA_MOU_18-22.docx
Resolution adopting POA MOU	4/4/2019	Resolution	Resolution_Adopting_POA_MOU_(Rev).docx