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A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY APPROVING THE FIRST AMENDMENT TO THE SUISUN CITY POLICE OFFICERS' ASSOCIATION (SCPOA) MEMORANDUM OF UNDERSTANDING (MOU) 2023-25 TO PROVIDE POLICE SERGEANTS WITH A 5% BASE WAGE ADJUSTMENT AND ACKNOWLEDGE TOTAL YEARS OF SWORN LAW ENFORCEMENT SERVICE TO QUALIFY FOR LONGEVITY PAY.

WHEREAS, on July 18, 2023, the City Council approved the Memorandum of Understanding between the City of Suisun City (City) and the Suisun City Police Officers' Association (SCPOA), effective July 1, 2023, through June 30, 2025 (SCPOA MOU 2023-25) with the adoption of Resolution No. 2023-98; and

WHEREAS, on August 8, 2023 the City Council approved the Amended and Restated Memorandum of Understanding between the City of Suisun City (City) and the Suisun City Police Officers' Association (SCPOA), to include provisions for restoring holiday, vacation and compensatory time off leave caps to the original contractual accrued leave cap as designated in the MOU for Dispatch classifications, effective July 1, 2023 through June 30, 2025 (SCPOA MOU 2023-25) with the adoption of Resolution No. 2023-114; and

WHEREAS, the recruitment for Police Sergeant has been open since August 11, 2023 without any qualified candidates; and

**WHEREAS**, an adjustment to the compensation for Police Sergeant will aid in the City's efforts to attract, recruit and retain qualified candidates; and

WHEREAS, the City and SCPOA's authorized labor relations representatives met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (MMBA)(Gov't Code Sections 3500-3511) regarding certain proposed modifications in the SCPOA MOU 2023-25 to provide a base wage adjustment of 5% and acknowledge total years of sworn law enforcement service to qualify for Longevity Pay; and

WHEREAS, the City Council now desires to accept, approve, and adopt the First Amendment to the SCPOA MOU 2023-25 (attached hereto as Exhibit "A"); and

WHEREAS, any additional costs of the First Amendment to the SCPOA MOU 2023-25 will not require additional budget appropriations for this fiscal year.

**NOW THEREFORE, BE IT RESOLVED** by the City Council of the City of Suisun City as follows:

- **Section 1.** The recitals set forth above are true and correct and incorporated herein by this reference.
- **Section 2.** The First Amendment to the SCPOA MOU 2023-25, attached hereto as Exhibit "A," is hereby accepted, approved, and adopted.
  - Section 3. <u>Effective Date.</u> This Resolution is effective December 8, 2023.

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3	held on Tuesday, the 5th day of December 2022, by the following state.
4	AYES: Councilmembers: <u>Dawson, Osum, Pal, Washington, Mayor Hernandez</u>
5	NOES: Councilmembers: None  ABSENT: Councilmembers: None
6	ABSTAIN: Councilmembers: None
7	WITNESS my hand and the seal of said City this 5th day of December 2023.
8	Emme Pach
9	Donna Pock, CMC
10	Deputy City Clerk
11	Exhibit A: First Amendment to the Amended and Restated SCPOA MOU 2023-25
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28	Resolution No. 2023-156

Adopted December 5, 2023

## FIRST AMENDMENT TO THE AMENDED AND RESTATED MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN CITY POLICE OFFICERS' ASSOCIATION

July 1, 2023 through June 30, 2025

## FIRST AMENDMENT TO THE AMENDED AND RESTATED MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN CITY POLICE OFFICERS' ASSOCIATION EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2025

This First Amendment to the Amended & Restated Memorandum of Understanding between the City of Suisun City and the Suisun City Police Officers' Association effective July 1, 2023 through June 30, 2025 ("SCPOA MOU 2023-25") is made and entered into by and between the City of Suisun City, a municipal corporation ("City"), and the Suisun City Police Officers' Association ("SCPOA").

## RECITALS:

WHEREAS, the City Council approved the SCPOA MOU 2023-25 through Resolution No. 2023 - 114 adopted August 8, 2023;

WHEREAS, the City and SCPOA's authorized labor relations representatives met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (MMBA), Gov't Code Sections 3500-3511, regarding compensation and benefit modifications for the classification of Police Sergeant;

WHEREAS, the City and SCPOA now desire to amend the SCPOA MOU 2023-25 to include additional compensation for the classification of Police Sergeant and provide broader eligibility for longevity pay for Police Sergeants, which modified terms were ratified by the SCPOA membership and then signed by the parties as reflected by this First Amendment; and

NOW, THEREFORE, it is hereby agreed that the SCPOA MOU 2023-25 is amended in the following particulars only:

Article 6, Section 1, of the SCPOA MOU 2023-25, entitled "Base Salary" shall be amended to include the additional provision subsection G. as follows (deletions in strikethrough; changes in **bold** italics):

G. Effective the first full pay period of December 2023, the Police Sergeant classification salary range shall be increased by five percent (5%) per the attached Exhibit A and persons holding positions within that salary range at that time shall receive a five percent (5%) base wage increase within the new salary range.

Appendix A – Sworn Law Enforcement Employees, Article 1, Section 8, of the SCPOA MOU 2023-25, entitled "Sworn Officer Longevity Pay" shall be amended to include the following changes (deletions in strikethrough; changes in *bold italics*):

8. <u>Sworn Officer Longevity Pay.</u>
Upon the completion of five (5) years of <del>continuous</del> full-time <del>City sworn law enforcement</del> service, represented employees shall be entitled to a three (3%) percent increase in compensation; employees who complete ten (10) years of <del>continuous</del> full-time <del>City sworn</del>

law enforcement service shall be entitled to an additional three (3%) percent increase in compensation (for a total of six (6%) percent).

The representatives of the City and of the SCPOA have jointly prepared this First Amendment to the SCPOA MOU 2023-25, and jointly presented same to City Council of the City of Suisun City for determination pursuant to Government Code section 3505.1. Except as expressly provided for in this First Amendment to the SCPOA MOU 2023-25, all other provisions of the SCPOA MOU 2023-25 shall remain in full force and effect. The parties also knowledge that this First Amendment to the SCPOA MOU 2023-25 shall not be in full force and effect until adopted by resolution by the City Council of the City of Suisun City. Subject to the foregoing and in witness whereof, this First Amendment is hereby executed by the authorized representatives of the City and the SCPOA and entered into as of this 20<sup>th</sup> day of November 2023.

## IT IS SO AGREED:

CITY OF SUISUN CITY REPRESENTATIVES:

Aaron Roth, Interim City Manager

Christina Penland, HR Administrator

Kris Lofthus, Deputy City Manager

Colin Tanner, Deputy City Attorney

Approved as to form Aleshire & Wynder, LLP

Elena Q Gerli, City Attorney

SCPOA

REPRESENTATIVES:

Eric Vera, SCPOA President

Sigfred Neri, SCPOA Vice President

EXHIBIT A –

NEW SALARY RANGE SCHEDULE FOR POLICE SERGEANTS EFFECTIVE DECEMBER 8, 2023

	Hourly					Monthly Average	
Job Class	Α	В	С	D	E	Starting	Ending
Police Sergeant	\$56.96	\$59.81	\$62.80	\$65.94	\$69.24	\$9,874	\$12,002