



Staff Reports Details (With Text)

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**Title:** Memorandum of Understanding Between the City of Napa and the Napa Police Officers' Association

**Sponsors:**

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**Attachments:** 1. ATCH 1 - MOU between the City of Napa and NPOA

Date	Ver.	Action By	Action	Result
11/19/2019	1	CITY COUNCIL OF THE CITY OF NAPA	approved	Pass

**To:** Honorable Mayor and Members of City Council

**From:** Steve Potter, City Manager

**Prepared By:** Desiree Brun, Deputy City Manager

**TITLE:**  
Memorandum of Understanding Between the City of Napa and the Napa Police Officers' Association

**RECOMMENDED ACTION:**  
Approve the Memorandum of Understanding ("MOU") between the City of Napa and the Napa Police Officers' Association ("NPOA") for the term August 7, 2019 through August 31, 2022, and authorize the City Manager to execute the MOU.

**DISCUSSION:**  
In March 2019, the City of Napa and NPOA began negotiations on a successor Memorandum of Understanding (MOU). On July 8, 2019, the City and NPOA reached a Tentative Agreement, which was ratified by the NPOA membership on August 7, 2019, and adopted by City Council at the August 20, 2019 meeting.

The attached MOU document contains all provisions of the approved Tentative Agreement, and incorporates approved side letters of agreement and amendments to the previous MOU. In general, the successor MOU between the City of Napa and the Napa Police Officers' Association includes the following major terms. The parties have agreed to a term of August 7, 2019 through August 31, 2022 with negotiated salary increases of three-percent (3%) per year and an equity increase of one-percent (1%) per year. The equity increases reflect Council's desire to bring NPOA salaries and benefits in alignment with those of other police agencies within our survey market. The first salary and equity increases are effective upon adoption and were implemented with the pay period beginning August 10, 2019. The salary and equity increases in the 2020/21 and 2021/22 fiscal years

will be effective with the pay periods containing July 1<sup>st</sup> in each of those years.

In addition to the negotiated salary and equity increases, a change to the Peace Officer Standards and Training certificate pay (POST pay) was made. The current POST pay is set at a flat dollar amount for the intermediate, advanced and supervisory certificates. The flat dollar amounts will be converted to an equivalent percentage, which is currently one-percent (1%) at each certificate level. Upon adoption of the Joint Term Sheet POST pay at the Intermediate level will be increased from one-percent (1%) of base salary to two-percent (2%) of base salary, with the advanced and supervisory levels remaining unchanged. Effective the pay period containing July 1, 2020, POST pay at the advanced level will increase to 2% of base salary, with the intermediate and supervisory levels remaining unchanged.

Other significant changes include the addition of Acting Pay, rounding the monthly dental premium caps to a whole dollar amount (employee only \$53, employee plus one \$90 and family \$138) and maintaining the current caps on medical premiums.

**FINANCIAL IMPACTS:**

The net impact to the FY2019-21 budget for implementation of this agreement is an increase in General Fund Salaries and Benefits for FY19-20 of \$225,700 and FY20-21 of \$392,700 and an increase in the Non-recurring General Fund Salaries and Benefits for FY19-20 of \$3,600 and FY20-21 of \$4,800. On August 20, 2019, Council adopted Resolution No. 2019-098 which amended the 2019/20 fiscal year budget to accommodate the increases in the General Fund and Non-Recurring General Fund budgets.

**CEQA:**

The City Manager has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section 15378.

**DOCUMENTS ATTACHED:**

ATCH 1 - Memorandum of Understanding between the City of Napa and the Napa Police Officers' Association (NPOA) for the term August 7, 2019 through August 31, 2022, and authorize the City Manager to finalize the Memorandum of Understanding.

**NOTIFICATION:**

Napa Police Officers' Association