


DATE SUBMITTED April 26, 2017
 SUBMITTED BY Administrative Services Director
 DATE ACTION REQUIRED May 3, 2017

COUNCIL ACTION (x)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION ()
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS ()

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: APPROVE THE TERMS OF THE AGREEMENT BETWEEN CITY OF IMPERIAL AND IMPERIAL POLICE OFFICER'S ASSOCIATION (IPOA)	
DEPARTMENT INVOLVED: CITY MANAGER/ADMINISTRATIVE SERVICES	
BACKGROUND/SUMMARY: City of Imperial concluded labor negotiations with Police Officer's Association (IPOA). The current agreement expired June 30, 2016. The amendment to the Memorandum of Understanding contains several significant changes some of which include changes to current employee's salary, certificate pay and monthly health contribution. In return, IPOA members will pick up the last of the retirement contribution. Terms of the agreement extend through June 30, 2017.	
FISCAL IMPACT: Approximately \$65,00	ADMIN SERVICES INITIALS _____
STAFF RECOMMENDATION: APPROVE THE ONE-YEAR AGREEMENT RETRO TO JULY 1, 2016.	DEPT. INITIALS _____
MANAGER'S RECOMMENDATION:	CITY MANAGER'S INITIALS 
MOTION:	
SECONDED: AYES: NAYES: ABSENT:	APPROVED () DISAPPROVED () REJECTED () DEFERRED () REFERRED TO:

RESOLUTION NO. 2017-14

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IMPERIAL APPROVING THE AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL AND IMPERIAL POLICE OFFICER'S ASSOCIATION

WHEREAS, the City Council for the City of Imperial negotiates the terms of the Memorandum of Understanding with the Imperial Police Officer's Association (IPOA), a duly recognized employee group, with respect to benefits, wages and working conditions; and

WHEREAS, the City and the IPOA have completed the negotiations for the amendment to the Memorandum of Understanding for Fiscal Year 2016-2017; and

WHEREAS, the City and IPOA have agreed on the following significant changes (listed in summary only) to the current Memorandum of Understanding;

- 1) Health Insurance Contribution will increase from \$600.00 to \$700.00 in exchange for one day of sick leave.*
- 2) Four percent (4%) salary increase, with one (1%) employee contribution to CalPERS.*
- 3) Twelve (12) holidays consistent with other employee groups with the option of taking ten (10) holidays and two (2) floating holidays.*
- 4) Uniform and boot allowance are combined for an annual total of \$1,200. With the approval of both the Police Chief and City Manager, employee will have reimbursement options however the existing voucher process which includes Phoenix remains unchanged.*
- 5) POST Certificate pay to increase to 5% for Intermediate and 7.5% for Advanced.*

THEREFORE, BE IT RESOLVED AS FOLLOWS:

PASSED AND ADOPTED at a Regular Meeting of the City Council of the City of Imperial held on the 3rd day of May, 2017.

James Tucker, Mayor

Attest:

Debra Jackson, City Clerk