

ATTACHMENT 1

SUMMARY OF CHANGES

EPOA MOU  
(JULY 1, 2024 – JUNE 30, 2027)

The items summarized below are revisions agreed upon and included in the attached EPOA Memorandum of Understanding submitted for Council approval:

1) Article 1: Term of Agreement

The City of Eureka and EPOA agree to a three (3) year agreement with EPOA which will become effective July 1, 2024 and run through the end of FY 2026/2027, terminating at 11:59pm on June 30, 2027.

2) Article 2: Salaries

All EPOA represented employees shall receive base salary increases as follows:

July 1, 2024	5%
July 1, 2025	3%
July 1, 2026	3%

Longevity/Retention Base Salary Increase

Effective the first full pay period beginning in July 2024, EPOA employees shall receive a longevity/retention base salary increase on their regular paychecks in accordance with the following schedule:

1. EPOA employees with five (5) years of continuous service with the City of Eureka shall begin receiving a one percent (4%) base salary increase.
2. EPOA employees with ten (10) years of continuous service with the City of Eureka shall begin receiving a two percent (6%) base salary increase.

3) Article 3: Retirement Plan

Eliminate Article 3, Sec. D, which will cease 3% deduction toward employer CalPERS contribution rate.

3) Article 5: Professional Certification Compensation Plan

Increase civilian certificate pay to 3% "Intermediate" and 6% "Advanced."

4) Article 11: Uniform Allowance

Increase annual uniform allowance from \$800 to \$1000.

5) Article 13 – Physical Fitness and Weight Management Program

Add New Benefit Program: EPOA members receive up to \$360 per year reimbursement for authorized fitness, gym, martial arts or weight management programs.

6) Article 18: Overtime Pay

Increase CTO accrual cap to 240 hours. Increase CTO cash-out maximum to 160 hours.

7) Article 51: Engagement Commitment

Add article regarding commitment to continued dialogue: It is agreed by the parties to engage in continued discussions on items of significance, mutual interest and opportunity as they occur. Any changes in terms of this MOU will be by mutual agreement only.

8) Incorporate previously agreed upon changes enacted by side-letter:

- Holidays – Add 2 Personal holidays , Caesar Chavez , and Juneteenth.
- Education Reimbursement – Increase total aggregate funding to \$5000 per year.
- Specialist Pay –
  - Add Community Safety Engagement Team (CSET) and School Resource Officer (SRO) to eligible assignments for 5% increase.
  - Increase FTO pay to 7%
  - Allow additional 2% increase for K-9 Handlers while serving as FTO.
- Add Benefit - Shift Differential Pay- \$50 per pay period for graveyard shift.
- Add Benefit - Call Back Pay – 2 hrs. OT for court cancellation within 24 hours of scheduled appearance time while on day off.
- Add Benefit - Take Home Vehicle Program
- Add Benefit - Firing Range Sponsorship
- Probationary Period – Change from 12 months to 18 months for Dispatch.

