



STAFF REPORT – CITY COUNCIL MEETING

June 20, 2024

TO: Honorable Mayor and City Council Members

FROM: Keira Vink, Human Resources/Administrative Services Director

PREPARER: Keira Vink, Human Resources/Administrative Services Director

DATE: June 14, 2024

TITLE: **Adopt the Successor Memorandum of Understanding between the City of Arcata and Arcata Police Association for July 1, 2024–June 30, 2027, and Authorize the Mayor to Execute; and Adopt Resolution No. 234-63, A Resolution of the City Council of the City of Arcata Amending the Class and Pay Resolution for Arcata Police Association [Reflecting the Negotiated Salary Increases for Term of the Successor Memorandum of Understanding, Effective the First Full Pay Period after Council Adoption].**

RECOMMENDATION:

It is recommended that the Council:

- 1) Adopt the Successor Memorandum of Understanding between the City of Arcata and Arcata Police Association for July 1, 2024–June 30, 2027, and authorize the Mayor to execute; and
- 2) Adopt Resolution No. 234-63, A Resolution of the City Council of the City of Arcata Amending the Class and Pay Resolution for Arcata Police Association [reflecting the negotiated salary increases for term of the Successor Memorandum of Understanding, effective the first full pay period after Council adoption].

INTRODUCTION:

The Meyers-Milias-Brown Act (MMBA) is the law in California that establishes mandatory rights and duties by which all local agencies must abide with regard to labor relations. Within the requirements of the MMBA, the City’s negotiators received authority from the City Council on matters within the scope of representation, and then proceeded to meet and confer with the Arcata Police Association (APA) to reach agreement on a successor Memorandum of Understanding (MOU).

BACKGROUND/DISCUSSION:

The authorized negotiators for the City and Arcata Police Association have reached tentative agreement on a successor MOU for the term of July 1, 2024 through June 30, 2027. The Arcata Police Association has confirmed ratification by its membership of the Agreement. The resulting updated Memorandum of Understanding is now before the Council for final approval and authorization for the Mayor to execute.

Following is a summary of the main changes in the new MOU:

- 5.0% base salary increase effective the first full pay period after Council approval.
- 3.0% base salary increase effective the pay period that includes 7/1/25.
- 3.0% base salary increase effective the pay period that includes 7/1/26.
- Bargaining unit members shall receive an additional fifty dollars (\$50) per month after 20 years of continuous employment with the City of Arcata [effective the first full pay period after Council approval].
- Police Services Officer, Evidence Technician I/II, and Lead Parking Officer shall receive up to \$200 reimbursement each fiscal year for work related clothing and equipment [effective Fiscal Year 2024/2025].
- Sworn bargaining unit members shall receive up to \$450 reimbursement each fiscal year, for the first two years of initial employment, for work related clothing and equipment [effective Fiscal Year 2024/2025].
- Sworn bargaining unit members shall receive up to \$350 reimbursement each fiscal year, after their initial two years, for work related clothing and equipment [effective Fiscal Year 2024/2025].
- Sworn bargaining unit members assigned as Field Training Officers (FTO) shall receive differential pay of two and one-half percent (2.5%) increase of base salary [effective the first full pay period after Council approval].
- Sworn bargaining unit members assigned to the Arcata Community Outreach Team (ACOT) will receive additional compensation of two and one-half percent (2.5%) increase of base salary while assigned to ACOT [effective the first full pay period after Council approval].
- 100% of the premium increase in the EPO 250 Medical Plan and EPO 500 Medical Plan for the plan year of 2024/2025 will be paid by the City [effective the pay date of July 12, 2024].
- All other changes to the MOU document are considered housekeeping/cleanup items, and do not have a fiscal impact.

BUDGET/FISCAL IMPACT:

Staff estimates the following costs to the City for the more financially material items for this successor MOU:

- 5% base salary increase for Fiscal Year 2024/2025 is estimated at \$ 240,000 annually for salaries and benefits.
- 3% base salary increase for Fiscal Year 2025/2026 is estimated at \$150,000 annually for salaries and benefits.
- 3% base salary increase for Fiscal Year 2026/2027 is estimated at \$150,000 annually for salaries and benefits.

ATTACHMENTS:

- A. 2024-2027 APA MOU (PDF)
- B. Resolution No. 234-63 APA Class & Pay (PDF)