

# STAFF REPORT

## *City Council Consent Item*

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**DATE:** August 23, 2024

**TO:** Honorable Mayor and Council Members

**FROM:** Amy Nilsen, Interim City Manager

**SUBJECT:** **Approval of the July 1, 2024 to June 30, 2025 Memorandum of Understanding (MOU) Concerning Working Conditions, Wages and Benefits with the Fortuna Police Employee Association (FPEA)**

### **STAFF RECOMMENDATION:**

Staff is recommending the Council approve the MOU with the FPEA for the term, July 1, 2024 to June 30, 2025.

### **EXECUTIVE SUMMARY:**

Staff is presenting the completed MOU between the City and the FPEA, for City Council approval.

The attached MOU incorporates the changes agreed upon between the City and the FPEA during recent negotiations. Below is a summary of the changes.

- 3% Cost of Living Adjustment (COLA)
- Increase Night Differential to \$0.75 per hour
- 5% Longevity threshold lowered to 5 years from 10 years
- Added two floating holidays for Caesar Chavez and Juneteenth– (16.0 hours) as “use or lose” by the end of each fiscal year.
- Future lateral hires given vacation and longevity credit for time at POST agency
- 3% Incentive for Administrative Assistant III, Records Clerk and Community Services Officer to cross train as relief dispatch with minimum annual coverage requirements of 40 hours.
- Retention stipend for Sworn Officers of \$7,500
- Retention stipend for Dispatchers of \$4,000
- Retention stipend for non-sworn positions (Administrative Assistant III, Records Clerk and Community Services Officer, Police Officer Trainee) of \$1,000

### **FISCAL IMPACT**

All fiscal impacts associated with the terms of the MOU’s have been reviewed by Council during the negotiations process.

Approximately \$9,600 will come from General Fund reserves and the remaining \$14,400 will come from Water and Wastewater reserves.

**RECOMMENDED ACTION:**

1. Receive staff report and review Council questions with staff
2. Consent Agenda vote

**ATTACHMENTS:**

- July 1, 2024 through June 30, 2025 Memorandum of Understanding with the FPEA