

STAFF REPORT – CITY COUNCIL MEETING

November 06, 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: October 29, 2024

TITLE: **Approve the Amended 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.**

RECOMMENDATION:

It is recommended that the Council:

- 1) Approve the amended Memorandum of Understanding between the City of Arcata and Arcata Police Association for July 1, 2024–June 30, 2027; and
- 2) Authorize the Mayor to execute.

INTRODUCTION:

The Public Employee Retirement System (PERS) is the retirement agency of record for the City of Arcata. In January 2013, the Public Employees’ Pension Reform Act (PEPRA) took effect and changed the regulations, to outline the types of compensations which would count as compensable income when calculating the retirement benefits of public employees. The Arcata Police Association (APA) Memorandum of Understanding (MOU) for 2024-2027 requires an amendment to be compliant with PERS language standards for compensability.

BACKGROUND/DISCUSSION:

The Memorandum of Understanding (MOU) between the City and Arcata Police Association for the period of July 1, 2024, through June 30, 2027, was approved by the Arcata City Council on June 20, 2024.

As recommended by PERS, the Human Resources Director submitted the new MOU language to PERS for evaluation to determine if the language met PERS regulations for compensable specialty pays for law enforcement officers. After the initial review, PERS contacted the Human Resources Director to inform them that the current language approved on June 20, 2024, was insufficient for Field Training Officer (FTO) and Arcata Community Outreach Team (ACOT) specialty pays. The Human Resources Director met with the Arcata Police Association representatives and the amended language was agreed upon by all parties. The amended language was subsequently submitted and approved by PERS. As all Memorandum of Understandings must have final approval by the Arcata City Council, it is

recommended the City Council approve the amended MOU (Attachment A) between the City of Arcata and the Arcata Police Association for the period of July 1, 2024, through June 30, 2027.

BUDGET/FISCAL IMPACT:

There are no additional financial costs due to the amended Memorandum of Understanding.

ATTACHMENTS:

A. 2024-2027 APA Amended MOU (PDF)