
Labor Agreements and Management Resolution

CITY COUNCIL

APRIL 17, 2018





LA PALMA LABOR GROUPS

- **La Palma General Employees Association**
- **La Palma Professional Employees Association**
- **La Palma Police Association**
- **Executive Management Group (Non-Represented)**



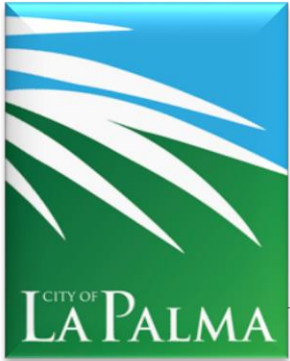
LA PALMA GENERAL EMPLOYEES

- **Term of MOU: July 1, 2018 to June 30, 2021**
- **Compensation: Year 1 – 3% increase, Year 2 – 3% increase, and Year 3 – 3% increase**
- **\$50/month increase in medical allowance**
- **Ability to use Floating Holiday hours to cover hours in excess of 9 on a City designated holiday**
- **Eliminate cash in lieu of medical benefits new employees. Employees hired before July 1, 2018, may opt out with proof of health coverage and receive \$565/month in cash.**
- **Increase tuition reimbursement from \$2,001 to \$2,500 per year.**



LA PALMA PROFESSIONAL EMPLOYEES

- **Term of MOU: July 1, 2018 to June 30, 2021**
- **Compensation: 3% Increase per year**
- **\$50/month increase in medical allowance**
- **Ability to use Floating Holiday hours to cover hours in excess of 9 on a City designated holiday**
- **Eliminate cash in lieu of medical benefits new employees. Employees hired before July 1, 2018, may opt out with proof of health coverage and receive \$565/month in cash.**
- **Increase Emergency Overtime Bank for Water/Maintenance Supervisors from 245 to 320 hours/year**
- **Increase tuition reimbursement from \$2,001 to \$2,500 per year.**



LA PALMA POLICE ASSOCIATION

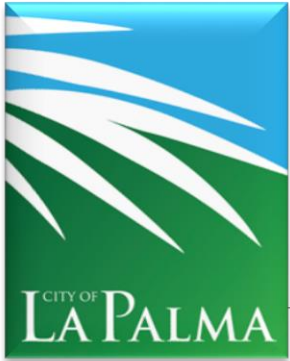
- **Term of MOU: July 1, 2018 to June 30, 2021**

Compensation:

- **Year 1 - 3% increase non-sworn employees and 2.0% sworn employees**
- **Year 2 - 3% increase non-sworn employees and 2.25% sworn employees**
- **Year 3 - 3% increase non-sworn employees and 2.25% sworn employees**

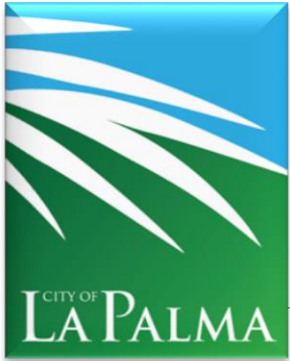
Medical Allowance Increase:

- **Year 1 - \$150/month**
- **Year 2 - \$75/month**
- **Year 3 - \$75/month**



LA PALMA POLICE ASSOCIATION

- **1.25% Incentive Pay for Sworn employees enrolled in CalPERS PEPRA retirement formula**
- **5.0% Special Assignment Pay for School Resource Officer**
- **Work Period: Update to 14-day work period with overtime paid after 85 hours worked. Formerly 28-day work period with overtime paid after 171 hours worked.**
- **Eliminate cash in lieu of medical benefits new employees. Employees hired before July 1, 2018, may opt out with proof of health coverage and receive \$675/month in cash.**



LA PALMA POLICE ASSOCIATION

- **Records Clerk and Civilian Investigator positions return to 40 hours per week (currently 39).**
- **Effective July 1, 2020 – Holiday hours increased to 9 hours per designated holiday (currently 8 hours).**
- **Add Police Officer Recruit position to Salary Schedule at 10% below Police Officer base pay.**
- **Increase Field Training Officer (FTO) pay to \$200/month from \$150/month and Communications Training Officer (CTO) pay to \$150/month from \$75/month.**
- **Increase tuition reimbursement from \$2,001 to \$2,500 per year.**



EXECUTIVE MANAGEMENT

- **Compensation:**
 - 3% increase per year
 - Additional 2.5% in Years 2 and 3 for Police Chief
- **\$50/month increase in medical allowance**
- **Eliminate cash in lieu of medical benefits new employees. Employees hired before July 1, 2018, may opt out with proof of health coverage and receive \$565/month in cash.**
- **Deferred Compensation of \$115 per pay period (This is an offset for a reduction in the medical benefit cash in lieu)**
- **Increase tuition reimbursement from \$2,001 to \$2,500 per year.**



FINANCIAL IMPACT

	FY2018-19	FY 2019-20	FY 2020-21	TOTALS
General Employees	31,800	61,650	93,050	186,500
Professional Employees	13,100	26,600	40,900	80,600
Police Association	89,700	148,650	220,350	458,700
Management Employees	30,750	67,400	106,400	204,550
TOTALS	165,350	304,300	460,700	930,350



Recommended Action

- **Adopt a Resolution approving the Memorandum of Understanding between the City of La Palma and the La Palma General Employees Association**
- **Adopt a Resolution approving the Memorandum of Understanding between the City of La Palma and the La Palma Professional Employees Association**
- **Adopt a Resolution approving the Memorandum of Understanding between the City of La Palma and the La Palma Police Association**
- **Adopt a Resolution approving the Salary Schedule and Comprehensive Listing of Personnel Practices and Benefits for Executive Management Employees**

