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To: Lemoore City Council
From: JP Prichard, Administrative Analyst
Date: March 30, 2011
Subject: Ratification of Lemoore Police Officers Association
MOU for 2011-12

Item # 8A

STAFF REPORT

Background:

The City has been in the negotiation process with the Lemoore Police Officers Association for several months. Having completed negotiations and reached tentative agreement, we are pleased to present to the Council the final MOU for ratification. The term of the MOU will be from January 1, 2011 through December 31, 2012. We anticipate have the final version of the MOU, signed by the Union's representatives, for final ratification at the regular City Council meeting.

Significant changes from the previous MOU include the following:

1. \$100 stipend paid upon ratification
2. \$100 stipend paid in December 2011
3. 2.5% assignment pay for Detectives, Motorcycle Officers, Narcotics/Gang Task Force, and School Resource Officers, replacing \$50 per month premium for Detectives, Task Force Officers, and School Resource Officer
4. \$.50 per hour increase for premium paid to Field Training Officers while training new officers
5. \$200 per year increase to the uniform allowance

There are no changes to base salaries, retirement, or other benefits.

Budget Impact:

Associated costs of the MOU will increase annual staff costs for this group by approximately .56%, or \$10,950 annually. Additionally, one-time costs of \$4,400 will occur over the term of the MOU without affecting ongoing personnel costs.

Recommendation:

It is recommended that the City Council ratify the MOU as presented.