


City of Calistoga

Staff Report

TO: Honorable Mayor and City Council
FROM: James C. McCann, City Manager 
DATE: May 5, 2009
SUBJECT: Memorandum of Understanding between the City of Calistoga and the Calistoga Police Officers Association

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2 **ISSUE:** To consider a Resolution authorizing the execution of a Memorandum of
3 Understanding between the City of Calistoga and the Calistoga Police Officers'
4 Association.

5 **RECOMMENDATION:** Adopt Resolution.

6 **DISCUSSION:** The City of Calistoga has three recognized organized labor groups
7 representing our full-time employees. The dispatchers and Police Officers are members of
8 the Calistoga Police Officers' Association (CPOA). The compensation, benefits and
9 specific terms of employment for this group are enumerated in a Memorandum of
10 Understanding (MOU) executed between the City and the Association. The current MOU
11 expired in January of this year and staff has been actively negotiating a successor MOU
12 with direction from Council.

13 Attached is a successor MOU with an eighteen month term pursuant to direction provided
14 by Council in closed session. This MOU has been accepted by the CPOA and is ready for
15 execution.

16 The vast majority of the content of the recommended MOU is identical to the previous
17 MOU with minor adjustments to specific sections. The primary points of discussion during
18 the negotiations related to salary adjustments. Given the current economic conditions it
19 was agreed that only an annual cost of living adjustment to keep pace with inflation would
20 be included; no other salary adjustments or benefit enhancement is proposed. Therefore,
21 the MOU presents an annual cost of living adjustment of 1.8% for members for calendar
22 year 2009, effective January 1, 2009, and a projected cost of living adjustment of 1.5%
23 effective January 1, 2010.

24 I very much appreciate the constructive and cooperative attitude that the CPOA has
25 brought to these negotiations cognizant of the economic challenges which we presently
26 face. The conclusion to maintain salaries at their current level with cost of living
27 adjustments only to reflect area inflation is responsible and a reasonable agreement.

28 **FISCAL IMPACT:** The financial effects of the elements of the MOU would increase overall
29 costs of the Police Department by \$41,000 over the life of the agreement. These funds are
30 contained in the adopted current fiscal year budget and that for fiscal year 2009/2010.

31 **ATTACHMENTS:**

- 32 1. Draft Resolution
33 2. Memorandum of Understanding

RESOLUTION NO. 2009-_____

Authorizing Agreement No.

RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING WITH THE CALISTOGA POLICE OFFICERS' ASSOCIATION FROM JANUARY 1, 2009 THROUGH JUNE 30, 2010

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3 **WHEREAS**, pursuant to provisions of the California State Government Code certain
4 employees in specific positions of the City of Calistoga have organized themselves into a
5 bargaining unit; and
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7 **WHEREAS**, the employees in specified positions are recognized as the Calistoga
8 Police Officers' Association (CPOA); and
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10 **WHEREAS**, the City of Calistoga has negotiated with the CPOA in the past to
11 establish a Memorandum of Understanding agreement (MOU) to outline benefits and
12 compensation for positions that are part of CPOA; and
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14 **WHEREAS**, the MOU executed between the City of Calistoga and the CPOA
15 expired on January 1, 2009, and
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17 **WHEREAS**, the City of Calistoga and representatives of the CPOA have negotiated
18 in good faith for a new MOU as set forth in the attached MOU; and
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20 **WHEREAS**, the City Council and representatives of the CPOA have agreed in
21 principle to the terms of the new MOU.
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23 **NOW THEREFORE, BE IT RESOLVED** that the City Council of the City of Calistoga
24 hereby authorizes the City Manager to execute the MOU agreement between the City of
25 Calistoga and Calistoga Police Officers' Association for a period from January 1, 2009
26 through June 30, 2010.
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28 **PASSED, APPROVED, AND ADOPTED** by the City Council of the City of Calistoga
29 at a regular meeting held this 5TH day of May, 2009 by the following vote:
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39 **JACK GINGLES, Mayor**

40 **ATTEST:**

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42 **SUSAN SNEDDON, City Clerk**
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