



MEMORANDUM

TO: CITY COUNCIL

FROM: MICHAEL STEVENS, DIRECTOR OF ADMINISTRATIVE SERVICES

BY: LISA CHRISTENSEN, HUMAN RESOURCES MANAGER

SUBJECT: CONSIDERATION OF A SIDE LETTER OF AGREEMENT TO THE ARROYO GRANDE POLICE OFFICERS' ASSOCIATION MEMORANDUM OF UNDERSTANDING

DATE: MAY 12, 2020

SUMMARY OF ACTION:

Approving the Side Letter of Agreement with the Arroyo Grande Police Officers' Association (AGPOA) will extend the current terms, conditions and salaries until June 30, 2021.

IMPACT ON FINANCIAL AND PERSONNEL RESOURCES:

Acceptance of the Side Letter will maintain the current level of salaries for FY 2020-21.

RECOMMENDATION:

It is recommended the City Council adopt a Resolution approving a Side Letter of Agreement to the Arroyo Grande Police Officers' Association Memorandum of Understanding.

BACKGROUND:

The current Memorandum of Understanding ("MOU") with the Arroyo Grande Police Officers' Association ("AGPOA") expires June 30, 2020. The negotiation teams met once on March 12, 2020, to set ground rules, but future meetings were cancelled due to the situational changes resulting from the Coronavirus pandemic. However, both parties were able to reach an agreement without any subsequent meetings. The terms of the proposed Side Letter were voted on and approved by the AGPOA's membership on April 30, 2020.

ANALYSIS OF ISSUES:

The AGPOA had not provided a proposal for a successor MOU when the financial impacts of the Coronavirus Pandemic became apparent. In lieu of a successor MOU, a Side Letter of Agreement extending the current term, conditions, and salaries for an additional year is recommended, which is attached as Exhibit A to the accompanying Resolution.

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CONSIDERATION OF A SIDE LETTER OF AGREEMENT TO THE ARROYO GRANDE
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ALTERNATIVES:

The following action is provided for City Council consideration:

1. Adopt a Resolution approving a Side Letter of Agreement to the Arroyo Grande Police Officers' Association Memorandum of Understanding.
2. Do not adopt a Resolution approving a Side Letter of Agreement to the Arroyo Grande Police Officers' Association Memorandum of Understanding.
3. Provide further direction to staff.

ADVANTAGES:

The recommendation will provide a Memorandum of Understanding that maintains the current terms, conditions and salary ranges for all positions represented by the AGPOA for an additional year.

DISADVANTAGES:

There are no significant disadvantages to the recommended action.

ENVIROMENTAL REVIEW:

No environmental review is required for this item.

PUBLIC NOTIFICATION AND COMMENTS:

The Agenda was posted at City Hall and on the City's website in accordance with Government Code Section 54954.2.

RESOLUTION NO.

**A RESOLUTION OF THE CITY OF ARROYO GRANDE APPROVING
A SIDE LETTER OF AGREEMENT TO THE ARROYO GRANDE
POLICE OFFICERS' ASSOCIATION MEMORANDUM OF
UNDERSTANDING**

WHEREAS, the City Council of the City of Arroyo Grande ("City") deems it in the best interest of the City to approve a side letter of agreement amending the Arroyo Grande Police Officers' Association current Memorandum of Understanding, to extend the current term by one (1) year, as hereinafter provided.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Arroyo Grande that:

1. An amendment to the Memorandum of Understanding ("MOU") with the Arroyo Grande Police Officers' Association ("AGPOA") is hereby approved, a copy of said amendment entitled "Side Letter of Agreement, Modification to Memorandum of Understanding" is attached hereto, marked Exhibit "A", and incorporated herein by this reference.
2. This Resolution shall become effective July 1, 2020.

On motion of Council Member _____, seconded by Council Member _____, and on the following roll call vote, to wit:

AYES:

NOES:

ABSENT:

the foregoing Resolution was passed and adopted this 12th day of May, 2020.

**RESOLUTION NO.
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CAREN RAY RUSSOM, MAYOR

ATTEST:

KELLY WETMORE, CITY CLERK

APPROVED AS TO CONTENT:

BILL ROBESON, ACTING CITY MANAGER

APPROVED AS TO FORM:

TIMOTHY CARMEL, CITY ATTORNEY

**SIDE LETTER OF AGREEMENT
MODIFICATION TO MEMORANDUM OF UNDERSTANDING**

For valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the City of Arroyo Grande ("City") and the Arroyo Grande Police Officers' Association ("AGPOA") do hereby agree to modify the current Memorandum of Understanding ("MOU") between the City and AGPOA as follows:

ARTICLE 1. TERM OF MEMORANDUM OF UNDERSTANDING

The City and AGPOA agree to extend the term of the Memorandum of Understanding by one (1) year as follows:

The term of the Memorandum of Understanding shall be from July 1, 2017 through June 30, 2021 (four year). Meet and confer sessions for Fiscal Year 2021-22 shall commence no later than March 15, 2021.

REPRESENTATIVES OF
CITY OF ARROYO GRANDE

REPRESENTATIVES OF AGPOA

DATE: _____

DATE: _____

CHE JOHNSON
CHIEF NEGOTIATOR

STACIE CASABIAN
CHIEF NEGOTIATOR

NICOLE VALENTINE
CITY REPRESENTATIVE

JEREMY BURNS
AGPOA PRESIDENT

LISA CHRISTENSEN
CITY REPRESENTATIVE

JASON CASTILLO
NEGOTIATOR

JEFFERY SMITH
AGPOA TREASURER

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