

**CITY OF ALBANY
CITY COUNCIL AGENDA
STAFF REPORT**

Agenda Date: November 21, 2005

Reviewed by _____

Subject: Memorandum of Understanding between City of Albany and Albany Peace Officers' Association (APOA)

Resolution #05-57: A Resolution of the City Council of the City of Albany Approving the Memorandum of Understanding between City of Albany and Albany Peace Officers' Association (APOA)

Report By: Aaron Walker, Personnel Manager

STAFF RECOMMENDATION

Approve Resolution #05-57 – A Resolution of the City Council of City of Albany Approving the Memorandum of Understanding between City of Albany and Albany Peace Officers' Association (APOA). (Contingent upon ratification of the Memorandum of Understanding by APOA. The ratification vote will be held on November 17, 2005. If the Memorandum of Understanding is not ratified by APOA, staff will recommend Council remove this item from the Agenda.)

BACKGROUND/DISCUSSION

The City of Albany and representatives of Albany Peace Officers' Association (APOA) have met and conferred in good faith, and have reached agreement on a Memorandum of Understanding. The Memorandum of Understanding is the collective bargaining agreement between City of Albany and APOA and includes salary increases, benefit modifications, and other changes to the terms and conditions of employment. The term of the Memorandum of Understanding is November 1, 2005 through October 31, 2009.

The significant changes incorporated into the new Memorandum of Understanding are:

- 2.5% salary increase effective November 2005
- 2% salary increase effective November 2006
- 2% salary increase effective November 2007
- 2% salary increase effective November 2008
- Equity salary increases in November of each year
- Lump sum payment of \$2,500 in December 2005 (in lieu of retroactive pay/benefits)
- City-paid family health care coverage at the Kaiser rate

FINANCIAL IMPACT

The last APOA salary increase was in September 2003. The estimated incremental costs of the contract modifications over the four-year term of the agreement are \$1,835,000. The estimated total incremental costs to be incurred in Fiscal Year 2005-06 are \$430,000. Incremental costs of the new contract are not expected to exceed the Fiscal Year 2005-06 budget adopted by the Council.