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Title: Adopt City Council Resolution Approving 2019-2021 Memorandum of Understanding and Side Letters with the Fort Bragg Police Association and Authorizing City Manager to Execute Same

Sponsors:

Indexes: Public Safety - Police/Fire

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Attachments: 1. RESO FBPA MOU Approval, 2. FBPA MOU FY 2020-2021 Final, 3. Side Letter CSO Donning Final, 4. Side Letter OIC Final, 5. Side Letter Standby Final, 6. Side Letter Callout Final, 7. Side Letter Shift Diff Final, 8. Side Letter Medical Retirement Final

Date	Ver.	Action By	Action	Result
6/10/2019	1	City Council	adopted	Pass

Adopt City Council Resolution Approving 2019-2021 Memorandum of Understanding and Side Letters with the Fort Bragg Police Association and Authorizing City Manager to Execute Same

The City's labor negotiator and the Fort Bragg Police Association (hereinafter referred to as the Association) met over the past two months for the purpose of negotiating a new two-year Memorandum of Understanding (MOU). The negotiation meetings began April 8, 2019 and concluded on June 5, 2019. The City was represented by City Manager Tabatha Miller and the Association by its President, Officer Chris Awad.

During the process of negotiations, both parties presented proposals which were discussed, countered, agreed to and/or withdrawn from the table. The Memorandum of Understanding (MOU) reflects a tentative agreement that was the result of bargaining in good faith. Both parties have agreed to an MOU effective from July 1, 2019 through June 30, 2021. The tentative agreements have been incorporated into an MOU which both parties have reviewed and agreed upon. The tentative MOU has been ratified by the Association. Additionally, the parties agreed to apply certain terms as of June 1, 2019 through side letters, to recognize the hard work and extra effort from the department during the officer shortages caused by turnover, medical leaves and an increase in calls for service.

Staff recommends that the City Council approve the MOU and side letters and authorize the City Manager to execute same.