

RESOLUTION NO. 2019- 108

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CITRUS HEIGHTS,
CALIFORNIA, ADOPTING A SIDE LETTER AGREEMENT WITH THE CITRUS HEIGHTS
POLICE OFFICERS ASSOCIATION**

WHEREAS, the City of Citrus Heights (City) and Citrus Heights Police Officers Association (CHPOA) entered into a Memorandum of Understanding (MOU) with the term of October 1, 2017 through September 30, 2020;

WHEREAS, representatives of the City and CHPOA have met and conferred in good faith regarding proposed amendments to the MOU and reached a tentative agreement that has been ratified by the membership of the CHPOA;

WHEREAS, this Agreement would provide for the following changes:

1. Compensation

Effective January 5, 2020, adjust base salaries as follows:

- a) All members will receive a 2% base salary increase. If a member is currently at the top or less than 2% from the top of the salary range, the member will receive a one-time cash payment in lieu of the salary increase and the member's base pay will not be changed.
- b) Members will receive a salary range placement adjustment based on appointment date in the current pay grade, calculated as follows:

| Appointment Date | Years of Service in Classification/Pay Grade (as of June 30, 2020) | Range Placement |
|---------------------------------|--|-------------------------------|
| 06/30/2010 or earlier | 10 Plus years | Top of the Range |
| Between 07/01/2010 – 12/31/2012 | 7.5 – 10 years | No more than 6% from Top |
| Between 01/01/2013 – 06/30/2015 | 5.0 – 7.5 years | No more than 12% from Top |
| Between 07/01/2015 – 12/31/2017 | 2.5 – 5.0 years | No more than 18% from Top |
| Between 01/01/2018 – 06/30/2019 | 1.0 – 2.5 years | No more than 24% from Top |
| Hired 07/01/2019 or later | Less than 1 year | No Range Placement Adjustment |

2. Health Contribution

Effective with the January 2020 health premiums, the City's health contribution levels will increase by \$100 as follows:

| Level | Current | Proposed |
|---------------------------|------------|------------|
| Employee only | \$ 700.00 | \$ 800.00 |
| Employee plus one | \$1,200.00 | \$1,300.00 |
| Employee plus two or more | \$1,500.00 | \$1,600.00 |

If an employee has qualifying outside health insurance coverage through a spouse, domestic partner or alternative retirement, the employee will receive \$600 per month for the unused medical payment.

WHEREAS, this Council finds that the provisions and agreements contained in said Agreement are fair and proper and in the best interest of the City; and

WHEREAS, the Association has previously ratified the terms and conditions of the Side Letter Agreement attached as Exhibit A to this Resolution.

NOW THEREFORE BE IT RESOLVED AND ORDERED that the City of Citrus Heights that the terms and condition contained in the Side Letter Agreement attached as Exhibit A to this Resolution are hereby adopted..

The City Clerk shall certify the passage and adoption of this Resolution and enter it into the book of original resolutions.

PASSED AND ADOPTED by the City Council of the City of Citrus Heights, California, this 12th day of December 2019 by the following vote, to wit:

| | | |
|-----------------|-------------------------|--|
| AYES: | Council Members: | Bruins, Middleton, Miller, Slowey |
| NOES: | Council Members: | None |
| ABSTAIN: | Council Members: | None |
| ABSENT: | Council Members: | Daniels |



Jeff Slowey, Mayor

ATTEST:



Amy Van, City Clerk

Exhibit

A. Side Letter to Agreement between the Citrus Heights Police Officers Association and the City of Citrus Heights.

SIDE LETTER TO AGREEMENT BETWEEN CITRUS HEIGHTS POLICE OFFICERS ASSOCIATION AND CITY OF CITRUS HEIGHTS

The City of Citrus Heights (“City”) and Citrus Heights Police Officers Association (“CHPOA”) hereby agree to modify Section 11.3 (Salary Administration) of Article 11 (Salary) and Article 25.1 (Health Benefits) of Article 25 (Health/Welfare Benefits) to the existing “*Agreement Between Citrus Heights Police Officers Association and City of Citrus Heights, 10/01/2017 through 09/03/2020*” (“Agreement”) pursuant to the reopeners referenced in Section 11.3 of the Agreement as follows:

Article 11 Salary

Section 11.3 Salary Administration

Effective January 5, 2020, adjust base salaries as follows:

- a) All members will receive a 2% base salary increase. If a member is currently at the top or less than 2% from the top of the salary range, the member will receive a one-time cash payment in lieu of the salary increase and the member’s base pay will not be changed.
- b) Members will receive a salary range placement adjustment based on appointment date in the current pay grade, calculated as follows:

| Appointment Date | Years of Service in Classification/Pay Grade (as of June 30, 2020) | Range Placement |
|---------------------------------|--|-------------------------------|
| 06/30/2010 or earlier | 10 Plus years | Top of the Range |
| Between 07/01/2010 – 12/31/2012 | 7.5 – 10 years | No more than 6% from Top |
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| Between 01/01/2018 – 06/30/2019 | 1.0 – 2.5 years | No more than 24% from Top |
| Hired 07/01/2019 or later | Less than 1 year | No Range Placement Adjustment |

Article 25 Health/Welfare Benefits

Article 25.1 Health Benefit

Effective with the January 2020 health premiums, the City’s health contribution levels will increase \$100 as follows:

| Level | Current | Proposed |
|---------------------------|------------|------------|
| Employee only | \$ 700.00 | \$ 800.00 |
| Employee plus one | \$1,200.00 | \$1,300.00 |
| Employee plus two or more | \$1,500.00 | \$1,600.00 |

If an employee has qualifying outside health insurance coverage through a spouse, domestic partner or alternative retirement, the employee will receive \$600 per month for the unused medical payment.

CITY OF CITRUS HEIGHTS



Christopher W. Boyd, City Manager



Ronda Rivera, Lead Negotiator

**CITRUS HEIGHTS POLICE OFFICERS
ASSOCIATION (CHPOA)**



Anthony Boehle, CHPOA President



Larry Menth, CHPOA Representative