



Central Marin Police Authority
Staff Report

TO: Central Marin Police Authority Council

FROM: Management Committee, Central Marin Police Authority
Michael A. Norton, Chief of Police

DATE: February 13, 2020

RE: **AUTHORIZING THE MANAGEMENT COMMITTEE TO AMEND THE CURRENT MEMORANDUM OF UNDERSTANDING BETWEEN THE AUTHORITY AND THE CENTRAL MARIN POLICE OFFICERS' ASSOCIATION FOR THE PERIOD OF JULY 1, 2018 THROUGH JUNE 30, 2021**

ACTION REQUESTED

That the Council hear the staff report, take comment, and approve Resolution No. 2020/01, authorizing the Management Committee to amend the Memorandum of Understanding with the Central Marin Police Officers' Association for the period of July 1, 2018 through June 30, 2021.

REFERENCE

Attachment #1

- Side Letter of Agreement regarding PERS requested modifications to the uniform allowance.

FISCAL IMPACT

None.

BACKGROUND AND ANALYSIS

The current Memorandum of Understanding with the Central Marin Police Officers' Association (CMPOA) will expire on June 30, 2021.

In September 2019, PERS processed the retirement of a CMPA police officer and notified CMPA that it was necessary to change the MOU. PERS advised that MOU Section 35 – Uniform



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Allowance, needed to be modified to allow future CMPA retirees to obtain their uniform pay as part of their retirement compensation rate. The current bargained for uniform allowance provides CMPA employees with a set number of uniforms per year, along with the dry-cleaning costs of those uniforms. This benefit has historically been reported to PERS by CMPA as \$17.54 per pay period, but this dollar amount is not currently memorialized in the MOU. PERS also requested that the Supplemental Uniform Pay language be amended to clearly differentiate between the standard uniform benefit and the supplemental uniform benefit. These recommended changes are included in Attachment #1 - Side Letter of Agreement regarding PERS requested modifications to the uniform allowance.

Staff has met with the representatives of the CMPOA in order to come to agreement on the Side Letter of Agreement which will amend the current MOU to address the above changes. The Management Committee and the Central Marin Police Officers' Association have reached a tentative agreement to the Side Letter pending Police Council approval.

STAFF RECOMMENDATION

Staff recommends Council adopt Resolution No. 2020/01, authorizing the Management Committee to amend the current MOU via the attached Side Letter of Agreement.

Respectfully submitted,

Todd Cusimano
Management Committee

Dave Donery
Management Committee

Daniel Schwarz
Management Committee

Michael A. Norton
Chief of Police

Attachments:

1. Side Letter of Agreement regarding PERS requested modifications to the uniform allowance
2. Resolution No. 2020/01

**SIDE LETTER OF AGREEMENT
BETWEEN
CENTRAL MARIN POLICE OFFICERS ASSOCIATION'S
AND
CENTRAL MARIN POLICE AUTHORITY**

REGARDING PERS REQUESTED MODIFICATIONS TO THE UNIFORM ALLOWANCE

February 14, 2020

Representatives for the Central Marin Police Authority and representatives for the Central Marin Police Officers' Association have met and conferred and agreed to modification of the Memorandum of Understanding between the parties which expires on June 30, 2021. The modifications are as follows:

SECTION 35. UNIFORM ALLOWANCE

New employees shall be furnished by the Authority with an adequate supply of uniforms and required equipment. All other employees who customarily and regularly wear uniforms prescribed by the Chief of Police, or designee, during scheduled duty hours shall be covered by the following Uniform Replacement Program:

(1) The Authority shall replace worn or damaged articles of uniform in kind up to the following maximum amounts:

a. Sworn Police Officers and Community Service Officers

1 pair pants each year

1 long sleeve shirt each year

1 short sleeve shirt each year

1 hat each two (2) years

1 field jacket each four (4) years.

b. Public Safety Communication/Records Supervisor, Desk Officer and Records Specialist

2 polo shirts each year

2 pair pants or capris each year

2) Damaged and/or worn articles of uniform shall be turned into the Chief of Police, or designee, who shall determine if the article warrants replacement. Items damaged as the result of the employee's negligence or carelessness will not be replaced in kind by the Authority under this program and may not be worn by the officer while on duty. The Authority shall also be responsible for cleaning and repair of the articles of uniform.

(3) As an exception to the foregoing, the Authority will replace in kind those articles of uniform listed in paragraph one (1) above which, in the judgment of the Chief of Police, or designee, has been damaged or destroyed as the result of unusual circumstances beyond the control of the officer, incurred in the performance of his/her official duties.

(4) Articles of uniform provided under this program shall remain the property of the Central Marin Police Authority and shall be turned into the Chief of Police, or designee, when replaced in kind or when the officer retires or terminates his/her employment with the Authority for any reason.

(5) This benefit qualifies as "pensionable compensation" for classic employees in the amount of Seventeen dollars and fifty-four cents (\$17.54) per pay period (for all of 26 pay periods). This benefit is excluded from "pensionable compensation" reported for employees hired on or after January 1, 2013 who are "new members" of the Ca1PERS retirement system as defined by CA Government Code Section 7522.04(f).

(6) **Supplemental Uniform Allowance**
Employees, who are assigned to specialty assignments and are required to maintain their uniform, and in addition are required by the Chief of Police to maintain and wear business attire during scheduled duty hours shall receive Thirty Seven Dollars and fifty cents (\$37.50) per month. Said uniform allowance shall be paid on the employee's initial assignment date and monthly thereafter.

If the above is in accordance with your understanding, please indicate your acceptance below.

For Central Marin Police Authority

For Central Marin Police Officers' Association

Date: _____

Date: _____

**CENTRAL MARIN POLICE AUTHORITY
RESOLUTION NO. 2020/01**

**A RESOLUTION OF THE CENTRAL MARIN POLICE COUNCIL OF THE CENTRAL
MARIN POLICE AUTHORITY AUTHORIZING THE MANAGEMENT COMMITTEE
TO AMEND THE CURRENT MEMORANDUM OF UNDERSTANDING BETWEEN
THE AUTHORITY AND THE CENTRAL MARIN POLICE OFFICERS'
ASSOCIATION FOR THE PERIOD OF JULY 1, 2018 THROUGH JUNE 30, 2021**

WHEREAS, the Management Committee and the Central Marin Police Officers' Association reached an agreement regarding a Memorandum of Understanding effective July 2, 2018 through June 20, 2021; and

WHEREAS, both the Management Committee and the Central Marin Police Officers' Association wish to amend the current Memorandum of Understanding; and

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the Central Marin Police Council hereby authorizes the Management Committee to amend its agreement with the Central Marin Police Officers' Association with regards to the Memorandum of Understanding in accordance with the terms set forth.

IT IS HEREBY CERTIFIED, that the forgoing resolution was duly introduced and adopted at a public meeting of the Central Marin Police Council of the Central Marin Police Authority held on the 13th day of February 2020 by the following vote, to wit:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:
ATTEST:

Zaneta Feleo, Authority Clerk
Central Marin Police Authority

Bob Ravasio, Council Chair
Central Marin Police Authority