COUNCIL AGENDA: 6/30/20 FILE: 20-776 ITEM: 2.24



# Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL

**FROM:** Jennifer Schembri

SUBJECT: SEE BELOW DATE: June 24, 2020

Approved Date 6/25/2020

SUBJECT: APPROVAL OF THE TERMS OF AN AGREEMENT WITH THE SAN JOSE POLICE OFFICERS' ASSOCIATION (SJPOA) FOR THE TERM

**OF JULY 1, 2020 THROUGH JUNE 30, 2021** 

#### RECOMMENDATION

Adopt a resolution approving the terms of a collective bargaining agreement between the City and the San Jose Police Officers' Association (SJPOA) for the term of July 1, 2020 through June 30, 2021, and authorizing the City Manager to execute the agreement with those terms.

### **OUTCOME**

Adoption of the resolution and authorization to execute an agreement would result in a collective bargaining agreement between the City and the San Jose Police Officers' Association (SJPOA) and authorize the City Manager to execute an agreement with a term of July 1, 2020, through June 30, 2021.

#### **BACKGROUND**

The SJPOA represents approximately 1,149 full-time budgeted positions in the San José Police Department. This bargaining unit includes employees in the classifications of Police Recruit, Police Officer, Police Sergeant, Police Lieutenant, Police Captain, and Deputy Chief of Police.

The Memorandum of Agreement (MOA) between the City and the SJPOA is set to expire on June 30, 2020. A complete copy of this agreement can be found at: <a href="https://www.sanjoseca.gov/home/showdocument?id=32017">https://www.sanjoseca.gov/home/showdocument?id=32017</a>.

A Tentative Agreement has been reached to extend the current MOA for the period of July 1, 2020 through June 30, 2021. Specifically, the Tentative Agreement extends the current MOA between the City and the SJPOA that is set to expire on June 30, 2020, which results in the

HONORABLE MAYOR AND CITY COUNCIL

June 24, 2020

Subject: Approval of the Terms of an Agreement with the San Jose Police Officers' Association (SJPOA)

Page 2

current terms rolling over for another year. The Tentative Agreement, however, contains a one-time reopener to meet and confer over compensation increases during the term of the successor MOA and a one-time reopener to meet and confer over revisions to the San Jose Police Department policies, procedures and practices to support improved police and community outcomes. As such, discussions related to these issues will continue during the term of the successor MOA, i.e., from July 1, 2020 through June 30, 2021.

The Tentative Agreement on a successor MOA is pending ratification by the POA membership. The POA will notify the City of the ratification results prior to the June 30, 2020, City Council meeting.

# **ANALYSIS**

A complete copy of the Tentative Agreement is attached (Attachment A). The following is a summary of the key provisions of the Tentative Agreement.

**Term** The agreement will be effective July 1, 2020 through June 30,

2021.

**Reopeners** The City and POA agree to a one-time reopener to meet and

confer over compensation increases during the term of the

successor MOA.

During the term of the successor MOA, the City and the POA further agree to a one-time reopener to meet and confer over revisions to the San Jose Police Department policies, procedures

and practices to support improved police and community

outcomes.

### **CONCLUSION**

It is recommended that the City Council adopt the Administration's recommendation outlined in this memorandum which would allow the City Manager to execute an agreement with the terms of a collective bargaining agreement between the City and the SJPOA with a term effective July 1, 2020, through June 30, 2021.

### **EVALUATION AND FOLLOW-UP**

No further follow-up action with the Council is expected at this time.

HONORABLE MAYOR AND CITY COUNCIL

June 24, 2020

Subject: Approval of the Terms of an Agreement with the San Jose Police Officers' Association (SJPOA)

Page 3

# **CLIMATE SMART SAN JOSE**

The recommendation in this memo has no effect on Climate Smart San José energy, water, or mobility goals.

# **PUBLIC OUTREACH**

This memorandum will be posted on the City's website for the June 30, 2020, City Council Meeting.

# **COORDINATION**

This memorandum has been coordinated with the City Attorney's Office.

# **COMMISSION RECOMMENDATION/INPUT**

No commission recommendation or input is associated with this action.

# **CEQA**

Not a Project, File No. PP17-010, City organizational and administrative activities resulting in no changes to the physical environment.

Jennifer Schembri

Director of Employee Relations Director of Human Resources

For questions, please contact Jennifer Schembri, Director of Employee Relations and Human Resources, at (408) 535-8150.

Attachment A – SJPOA Tentative Agreement

#### **TERM**

July 1, 2020 – June 30, 2021

### OTHER TERMS

The terms contained in the Memorandum of Agreement which is scheduled to expire on June 30, 2020, shall remain status quo until the expiration of this Agreement on June 30, 2021.

During the term of this Agreement, the City and the POA agree to a one-time reopener to meet and confer over revisions to the San Jose Police Department policies, procedures and practices to support improved police and community outcomes.

The City and POA further agree to a one-time reopener to meet and confer over compensation increases during the term of this Agreement.

\* This agreement is considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in the document is not part of the Tentative Agreement.

FOR THE CITY:		FOR THE UNION:	
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Jennifer Schembri	Date	Paul Kelly	Date
Director of Employee Relations		President, SJPOA	
Director of Human Resources	2	Grafil	y.
Edgard Carcia	Date	Gregg Adam	Date
Chief of Police		SJPOA Counsel	