



## City Council Agenda Item Staff Report

CITY OF SAN BRUNO

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**DATE:** April 12, 2022

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Jovan D. Grogan, City Manager

**PREPARED BY:** Jovan D. Grogan, City Manager

**SUBJECT:** Adopt Resolution Approving Agreement between the City of San Bruno and the Police Bargaining Unit and Authorizing Execution by the City Manager

**BACKGROUND:** The existing Memorandum of Understanding between the City of San Bruno and the Police Bargaining Unit expired on December 31, 2021. Representatives from the City and the bargaining unit met and conferred in good faith and have reached a tentative agreement extending their existing Memorandum of Understanding an additional four years through December 31, 2025. The tentative agreement was signed by the bargaining unit on March 22, 2022.

**DISCUSSION:** The attached Tentative Agreement for the Police Bargaining Unit will extend their current Memorandum of Understanding through December 31, 2025 based on factors identified during negotiations over the last seven months.

The City retained an independent consultant to conduct a total compensation survey of comparison agencies that was completed and reviewed with the union in October 2021. Total compensation for the group demonstrated that they were below the labor market median by 2.55%.

In addition to the total compensation survey of comparison agencies, the agreement's economic package was based on a variety of factors including inflation as measured by the Consumers Price Index, All Urban Consumers (CPI-U), for the San Francisco – Oakland – San Jose region. CPI-U in October 2021 was 3.8% for the region. Also taken into consideration was the 0% cost of living adjustment (COLA) received for the group in 2021. CPI-U in 2020 was 2%, the bargaining group received a 3% COLA. In 2019, CPI-U was 2.5% and the group received a 3% COLA. In 2018, the group received a 3% COLA and 2% equity adjustment, CPI-U was 4.5%.

The tentative agreements include cost of living adjustments each year as follows:

- effective the first full pay period of January 2022, a 4% salary increase
- effective the first full pay period of January 2023, a 3% salary increase
- effective the first full pay period of January 2024, a 3% salary increase
- effective the first full pay period of January 2025, a 3% salary increase

In addition to cost-of-living adjustments (COLAs) over the course of the four-year period, the contract identifies specific classification assessments (Police Record Clerks and Public Safety Dispatchers and Community Service Officer assigned to digital and physical evidence) and an addition of a Police Corporal classification, special assignments pay and night shift differential aligned with other local jurisdictions and an extension of compensatory leave bank from 80 to 120 hours. Additional modifications of the contract include clean-up language.

Per official request by the union, the classifications of Code Enforcement Officer I, Code Enforcement Officer II and Senior Code Enforcement Officer are to be transitioned from the Miscellaneous Bargaining Unit, represented by Teamsters, Local #856 to the Police Bargaining Unit, also represented by Teamsters, Local #856.

Bargaining unit members will share in the cost for medical premium increases. The City will continue to pay 75% of the health care premium increase beginning January 1, 2022 and December 31, 2025.

The parties agreed to add the Retiree Plus Health Coverage to commence for all current employees who participate in the employee health plan effective January 1, 2021. Beginning January 1, 2022 through December 31, 2025 the City shall pay 75% and employee shall pay 25% of Retiree Plus Health Coverage premium.

**FISCAL IMPACT:** The FY 2021/2022 budget does not include funds for enhancements to employee salary and additional benefit costs over the fiscal year. The 4% wage adjustment, special assignment pays, classification changes and additional benefit costs for this bargaining unit is anticipated to cost \$215,170 for the remainder of FY 2021/2022. Excess general fund revenues will cover costs in the current FY 2021/22. Future costs will be included in subsequent annual budgets.

**ENVIRONMENTAL IMPACT:** The action is not a project subject to CEQA. City Council's action is not considered a "Project" per CEQA Guidelines and therefore no further environmental analysis is required.

**RECOMMENDATION:** Adopt Resolution Approving Agreement between the City of San Bruno and the Police Bargaining Unit and Authorizing Execution by the City Manager.

**ALTERNATIVES:** Do not approve the agreement and direct the negotiating team to seek changes or to begin mediation discussions.

**ATTACHMENTS:**

1. Resolution
2. Tentative Agreement - Police