

RESOLUTION NO. 2018- 124

**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 (CHPOA)**

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. Effective December 23, 2018, the low of the salary range will increase by three percent (3%), the high of the salary range will increase by four percent (4%). Changes to the salary range will not increase individual salaries.
2. Effective December 23, 2018, individual salaries for officers participating in the 2.7 @ 57 (PEPRA) plan with the California Public Employees' Retirement System (CalPERS)
 - a. Base salary will increase by 3%.
3. Effective December 23, 2018, individual salaries for Officers participating in the 3@ 50 and 3@ 55 Retirement Plans (Classic members)
 - a. Base salary will increase by 4%
 - b. Employees will contribute 3% toward the employer contribution to CalPERS as follows:
 - i. Effective December 23, 2018 Classic members agree to implement cost sharing of three percent (3%) pursuant to Government Code 20516(f). The foregoing contributions shall be over and above the normal contribution rate required by Public Employee Retirement Law (PERL). Such contributions shall continue until such date as CalPERS approves a contract amendment implementing cost sharing under Government Code 20516.
 - ii. Cost sharing of three percent (3%) pursuant to Government Code Section 20516 effective on such date as CalPERS approves a contact amendment implementing a cost sharing agreement. The foregoing contributions shall be over and above the normal contribution rate required by Public Employee Retirement Law (PERL).
 - c. City agrees to initiate the contract amendment process with CalPERS for cost sharing of three percent (3%) pursuant to Government Code Section 20516 following adoption of the Side Letter Agreement.

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 by the City of Citrus Heights that the terms and conditions 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 13th day of December, 2018 by the following vote, to wit:


AYES: Council Members: Daniels, Middleton, Miller, Slowey, Bruins
NOES: Council Members:
ABSTAIN: Council Members:
ABSENT: Council Members:


Jeannie Bruins, Mayor

ATTEST:



Amy Van, City Clerk

I hereby certify, under penalty of perjury,
that this is a true and correct copy of the
original document consisting of 5 page(s)
which is on file in this office.
Executed on 12-13-2018
at Citrus Heights, California


City Clerk's Office

**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 20 (Retirement Benefits) to the existing "*Agreement Between Citrus Heights Police Officers Association and City of Citrus Heights, 10/01/17 through 09/30/20*" ("Agreement") pursuant to the reopeners referenced in Section 11.3 and Article 20 of the Agreement as follows:

Article 11 Salary

Section 11.3 Salary Administration

Effective October 29, 2017, the City agrees to the following modifications to employee salaries:

- Modification in salary range with an increase of 3% to the top and bottom of the range as noted in the revised salary range enclosed as Attachment "A" to this MOU;
- 2% increase in salary of all employees.

Effective December 23, 2018, the City agrees to the following modifications to employee salaries:

- Modification in salary range with an increase of 4% to the top and 3% to the bottom of the range as noted in the revised salary range enclosed as Attachment "B" to this MOU;
- 4% base salary increase for Police Officers eligible for the 3% @ 50 retirement formula as provided in Article 20 of this Agreement.
- 4% base salary increase for Police Officers eligible for the 3% @ 55 retirement formula as provided in Article 20 of this Agreement.
- 3% base salary increase for Police Officers eligible for the 2.7% @ 57 retirement formula as provided in Article 20 of this Agreement.

The parties agree to an annual reopener on the issue of salary only to determine if an agreement can be reached with respect to salary increases only. The parties agree to meet and confer on the reopener no later than the end of May in 2019 respectively with any changes effective on October 1st of 2019 unless agreed otherwise. If the parties cannot agree on a salary increase during the time period this reopener, there shall be no salary adjustment.

Article 20 Retirement Benefits

The City contracts with the California Public Employees' Retirement System (CalPERS) for retirement benefits for eligible employees. All employees regardless of hire date, pay the member contribution rate as determined by CalPERS. The retirement formula is determined by an employee's date of hire, classification and status with CalPERS.

Police Officers subject to the provisions of the California Public Employees' Pension Reform Act (PEPRA) shall be eligible for the 2.7% @ 57 retirement formula, three year average compensation method, as defined by the PEPRA legislation.

Police Officers determined by CalPERS to be classic members, hired by Citrus Heights Police Department on or after August 15, 2011, shall be eligible for the 3% @ 55 retirement formula, three year average compensation method.

Police Officers hired prior to August 15, 2011, shall be eligible for the 3% @ 50 retirement formula, single highest year compensation method.

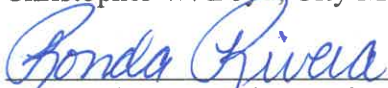
CalPERS has the final determination regarding determining an employee's status with CalPERS.

Effective December 23, 2018, Police Officers eligible for the 3% @ 50 retirement formula or the 3% @ 55 retirement formula as provide in this Article agree to pay an additional 3% toward the Employer Contribution (for a total employee contribution of 12%) pursuant to Government Code section 20516(f) until such time that the City's CalPERS retirement contract can be amended to provide for such Police Officers to pay the additional 3% toward the Employer Contribution pursuant to Government Code section 20516(a).

CITY OF CITRUS HEIGHTS



Christopher W. Boyd, City Manager

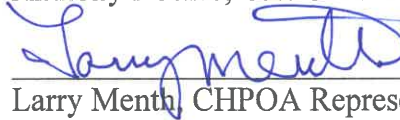


Ronda Rivera, Lead Negotiator

CITRUS HEIGHTS POLICE OFFICERS
ASSOCIATION (CHPOA)



Anthony Boehle, CHPOA President



Larry Menth, CHPOA Representative

ATTACHMENT B

Agreement Between
Citrus Heights Police Officers Association and
City of Citrus Heights
10/01/17 through 09/30/20

Police Officer Salary Range: \$33.3224 to \$43.2014 hourly
(Effective December 23, 2018)

CHPOA Negotiations Meeting 11/29/2018

Proposal from City to CHPOA presented 11/29/18

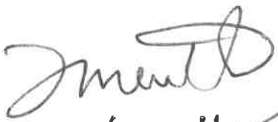
Salary increase and cost share to be effective upon ratification and City Council adoption

Compensation

1. – Salary range for the Police Officer classification will increase by 4%.
2. – Merit Increase/Cost Sharing of CalPERS Employer Contribution
 - a. Officers participating in the 3@50 CalPERS retirement plan:
 - i. 4% base salary increase
 - ii. 3% towards the employer's CalPERS contribution for a total employee contribution of 12%
 - b. Officers participating in the 3@55 CalPERS retirement plan:
 - i. 4% base salary increase
 - ii. 3% towards the employer's CalPERS contribution for a total employee contribution of 12%
 - c. Officers participating in the 2.7 @ 57 (PEPRA) CalPERS retirement plan:
 - i. 3% base salary increase

Employee Sharing Additional Cost (3%@50 and 3%@55 Members):

CHPOA agrees to pay the additional 3% toward the Employer Contribution pursuant to Government Code section 20516(f) until such time that the City's CalPERS retirement contract can be amended to provide for CHPOA members to pay the additional 3% toward the Employer Contribution pursuant to Government Code section 20516(a).

TA 
11/29/18

TA 
11/29/18

