

RESOLUTION CC 2022-29

A RESOLUTION OF THE CITY COUNCIL APPROVING A SUCCESSOR TENTATIVE AGREEMENT TO THE GLENDORA POLICE OFFICERS ASSOCIATION (POA) JULY 1, 2022 - JUNE 20, 2025 SUCCESSORY TENTATIVE AGREEMENT

**THE CITY COUNCIL
City of Glendora, California**

WHEREAS, on June 14, 2022 the Glendora City Council approved a three year successor Tentative Agreement with the Glendora Police Officers Association (POA) and,

WHEREAS, representatives of the City of Glendora and POA have meet and negotiated regarding various terms and conditions of a Tentative Agreement (TA) for a successor Tentative Agreement attached hereto and incorporated herein by this reference; and,

WHEREAS, representatives from POA and the City in compliance with the Myers-Milias-Brown Act (MMBA) will continue to negotiate changes to a successor Tentative Agreement and return to Council at a future date.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GLENDORA, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

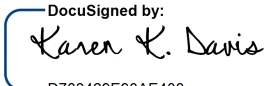
SECTION 1. That the City Council approves the Tentative Agreement between the City of Glendora and POA attached hereto as “Exhibit A” and authorize the City Manager and Finance Director to sign the agreement.

SECTION 2. The City Clerk shall certify to the passage and adoption of this resolution and shall enter the same in the Book of Original Resolutions.

SECTION 3. The City Clerk is hereby directed to forward a copy of this resolution to the Human Resources Department.

APPROVED and PASSED this 14th day of June, 2022.

City Council of Glendora, CA

BY: 
D783429E90AE406...
KAREN DAVIS
Mayor

APPROVED AS TO FORM:
Aleshire & Wynder, LLP

DocuSigned by:

William W. Wynder

9F006A23BAC645F...

WILLIAM W. WYNDER
City Attorney

CERTIFICATION

I, Kathleen R. Sessman, City Clerk/Communications Director of the City of Glendora, do hereby certify that the foregoing Resolution was adopted by the City Council of the City of Glendora at a regular meeting held on the 14th day of June, 2022, by the following vote:

AYES:	COUNCIL MEMBERS:	Allawos, Fredendall, Thompson, Boyer, Davis.
NOES:	COUNCIL MEMBERS:	None.
ABSENT:	COUNCIL MEMBERS:	None.
ABSTAIN:	COUNCIL MEMBERS:	None.

Dated: June 15, 2022

DocuSigned by:

Kathleen R. Sessman

2252A9F44B69431...

KATHLEEN R. SESSMAN
City Clerk/Communications Director

**TENTATIVE AGREEMENT PURSUANT TO GOVERNMENT CODE § 3505.1
BY AND BETWEEN CITY OF GLENDORA & THE GLENDORA POLICE OFFICERS
ASSOCIATION (POA)**

That certain MEMORANDUM OF UNDERSTANDING (“MOU”) by and between the CITY OF GLENDORA, a general law city & municipal corporation (“City” or “Glendora”), and Glendora Police Officers Association (“association”) (collectively the “parties”) was scheduled to expire on or about June 30, 2022. On or about May 23, 2022, the parties reached a tentative agreement on select terms for a successor Memorandum of Understanding (the “New MOU”), the deal points of which are set forth below and affirmed by the parties by and through the execution of this formal written Tentative Agreement between the parties’ labor representatives.

This Tentative Agreement represents a joint recommendation from the negotiation teams of both City and Association to City’s City Council. This Tentative Agreement, however, shall not become effective until accepted, approved, and adopted by City’s City Council as specified in California Government Code § 3505.1, which provides:

“If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.” (Emphasis added.)

All terms and conditions of the MOU and the Side Letter shall be maintained unless expressly modified or changed herein and until a New MOU is fully negotiated, reduced to a writing, accepted, approved and adopted by City’s City Council.

TENTATIVE AGREEMENT DEAL POINTS

Contract Term

- Three (3) year contract term: July 1, 2022 through June 30, 2025.

Wages

- Effective the first full payroll period commencing on or after:
 - July 1, 2022, base salaries to be increased by **5%** COLA.
 - July 1, 2023, base salaries to be increased by **4%** COLA.
 - July 1, 2024, base salaries to be increased by **4%** COLA.

Flexible Benefits

- Effective the first full payroll period commencing on or after July 1, 2022, POA members will be allotted a flexible benefit amount of one thousand seven hundred dollars (**\$1,700**) per month.

- For current POA members hired *before* January 1, 2018, any amounts in excess of \$930 shall not be convertible to cash. Employee will designate how the flexible benefit amount will be allocated for medical insurance, dental insurance, vision insurance, or cash and may also make contributions to a Deferred Compensation Plan and/or additional life insurance.
- For current POA members hired *after* January 1, 2018, no amount of the flexible benefit shall be convertible to cash nor is any flexible benefit amount eligible for deposit into a Deferred Compensation Plan. Employee will designate how the flexible benefit amount will be allocated for medical insurance, dental insurance, vision insurance, or additional life insurance.

Longevity Pay

- Effective the first full payroll period commencing on or after July 1, 2022, currently employed members who have completed, regular, continuous, full-time years of service with the City shall receive longevity pay as follows:
 - Five (5) through nine (9) years - two hundred dollars (\$200) per month.
 - Ten (10) through fourteen (14) years - three hundred dollars (\$300) per month.
 - Fifteen (15) or more years - four hundred dollars (\$400) per month.

“Continuous” shall include all periods of continuous service with the City as Police Cadet, Reserve Police Officer, and full-time sworn police officer with the City.

[SIGNATURES ON FOLLOWING PAGE]

The parties agree to this tentative agreement (TA) on this 14th day of June, 2022.

CITY OF GLENDORA

Dated: Jun 16, 2022 | 8:46 AM PDT

DocuSigned by:
Adam Raymond
A0FB4F5D050C43C...
Adam Raymond
City Manager

Dated: Jun 15, 2022 | 3:04 PM PDT

DocuSigned by:
Marie Ricci
A98B6D9025C448A...
Marie Ricci
Finance Director/City Treasurer

APPROVED AS TO FORM:

DocuSigned by:
William W. Wynder
9F096A23BACC45F...
William Wynder
City Attorney

ATTEST:

DocuSigned by:
Kathleen R. Sessman
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Kathleen R. Sessman
City Clerk/Communications Director

GLENDORA POLICE OFFICERS ASSOCIATION (POA)

Dated: 6/10/22

By: Sean Ward
Sean Ward
POA President

Certificate Of Completion

Envelope Id: 203E25260E544A638ACA0AAAF0C0B56B	Status: Completed
Subject: Please DocuSign: Re: POA 2022-2025 Agreement and Resolution	
Source Envelope:	
Document Pages: 5	Signatures: 7
Certificate Pages: 6	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Kathleen Sessman
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	116 E Foothill Blvd
	Glendora, CA 91741
	ksessman@cityofglendora.org
	IP Address: 173.196.201.130

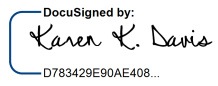
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Signer Events

Karen K. Davis
 KDavis@cityofglendora.org
 Mayor
 Security Level: Email, Account Authentication (None)

Signature


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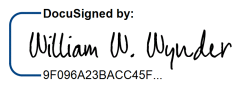
Marie Ricci
 MRicci@cityofglendora.org
 Security Level: Email, Account Authentication (None)

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William W. Wynder
 wwynder@awattorneys.com
 Security Level: Email, Account Authentication (None)


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Signer Events	Signature	Timestamp
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Adam Raymond
ARaymond@cityofglendora.org
Security Level: Email, Account Authentication (None)

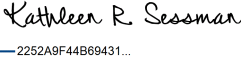
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ARaymond@cityofglendora.org
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Signed using mobile

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Kathleen R. Sessman
kssessman@cityofglendora.org
City of Glendora
Security Level: Email, Account Authentication (None)

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Signature Adoption: Pre-selected Style
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Carbon Copy Events	Status	Timestamp
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City Clerk Group
city_clerk@cityofglendora.org
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Human Resources Group
HR@cityofglendora.org
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Sean Ward
sward@cityofglendora.org
Security Level: Email, Account Authentication (None)

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Notary Events	Signature	Timestamp
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Electronic Record and Signature Disclosure
