



City of Santa Ana
20 Civic Center Plaza, Santa Ana, CA 92701
Staff Report
November 15, 2022

TOPIC: Memorandum of Understanding between the City of Santa Ana and the Santa Ana Police Management Association

AGENDA TITLE:

Approve a Memorandum of Understanding Establishing the Terms and Conditions of Employment for Classifications Represented by the Santa Ana Police Management Association

RECOMMENDED ACTION

Authorize the City Manager to execute a Memorandum of Understanding with the Santa Ana Police Management Association regarding wages, hours, and other terms and conditions of employment effective January 1, 2022 through June 30, 2025, and authorize non-substantive changes which may be necessary to implement the agreement.

DISCUSSION

The City recently reached a tentative agreement with the Santa Ana Police Management Association ("SAPMA") on a three and one-half (3.5) year successor Memorandum of Understanding effective January 1, 2022 through June 30, 2025. The tentative agreement has been ratified by SAPMA membership. The major provisions of the agreement include: salary increases of three percent (3%) effective the first pay period following City Council approval of the MOU, three percent (3%) in July 2023, and three percent (3%) in July 2024; adding Step E for non-sworn classifications; recognizing the Cesar Chavez holiday; increasing medical and dental City contributions to the same levels as other City management employees; and increasing medical City contributions by fifty dollars (\$50) per month in January 2024 and fifty dollars (\$50) per month in January 2025.

Other key terms of the agreement include: updated discipline and grievance processes; acting pay language; bilingual pay recertification every three (3) years (for employees who receive bilingual pay); reopener on salary matrix, pay periods, and merit/step increases; reducing the number of unused sick leave hours that may be converted to CalPERS service credit to eighty (80) for current employees and eliminating the option

to convert unused sick leave hours to CalPERS service credit for future employees; modifying the maximum amount of sick leave that may be converted to employees' retirement health savings accounts from one thousand six-hundred (1,600) hours to two thousand (2,000) hours; new employees hired after City Council approval of the MOU will (1) accrue a maximum of three hundred fifty-two (352) sick leave hours with any accrued hours over the maximum would be cashed out into employees' retirement health savings accounts in January each year and (2) contribute one and one quarter percent (1.25%) and the City will contribute one percent to a retirement health savings account; and clarifying language on issues of employment.

ENVIRONMENTAL IMPACT

There is no environmental impact associated with this action.

FISCAL IMPACT

The estimated annual cost of the agreement during the three and one-half (3.5) year period is \$152,606 for FY 2022-23, \$428,920 for FY 2023-24, and \$623,965 for FY 2024-25, for a total estimated cost of \$1,205,491 to the General Fund.

The FY22-23 General Fund budget includes a set-aside for the additional cost of labor negotiations with the Non-Departmental section of the budget. With the Midyear Budget Report in February, staff will propose housekeeping adjustments to move portions of that Non-Departmental budget to the affected department budgets within the General Fund.

EXHIBIT(S)

1. Memorandum of Understanding between the City of Santa Ana and the Santa Ana Police Management Association

Submitted By: Jason Motsick, Executive Director of Human Resources

Approved By: Kristine Ridge, City Manager