RESOLUTION 2021-42

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CERRITO TO APPROVING AGREEMENTS BETWEEN THE CITY OF EL CERRITO AND THE EL CERRITO PUBLIC SAFETY MANAGEMENT ASSOCIATION – POLICE CHIEF UNIT (PSMA – POLICE CHIEF UNIT) AND FIRE CHIEF UNIT (PSMA – FIRE CHIEF UNIT) MODIFYING LANGUAGE ON SALARIES AND CREATING NEW MEMORANDUM OF UNDERSTANDINGS

WHEREAS, the Meyers-Milias-Brown Act allows employee units within the City to represent themselves on matters concerning salaries, hours and working conditions; and

WHEREAS, the Employer-Employee Relations Ordinance of the City of El Cerrito provides the methods and procedures for meeting and conferring in good faith; and

WHEREAS, the City has recognized four bargaining units within the Public Safety Management Association as follows: Police Management, Police Chief, Battalion Chief, and Fire Chief.

WHEREAS, representatives of the City of El Cerrito and the El Cerrito Public Safety Association – Police Chief Unit and Fire Chief Unit have met and conferred in good faith; and

WHEREAS, the City of El Cerrito and the El Cerrito Public Safety Association – Police Chief Unit and Fire Chief Unit representatives have reached agreement regarding matters within the scope of representation, including wages, hours and other terms and conditions of employment; and

WHEREAS, upon approval of this agreement, the parties will finalize updated MOUs which incorporates all previous side letters between the City and El Cerrito Public Safety Association – Police Chief Unit and Fire Chief Unit; and

NOW, THEREFORE, BE IT RESOLVED, that the El Cerrito City Council hereby adopts the Agreements, attached hereto and incorporated by reference as Exhibit A, between the City of El Cerrito and the El Cerrito Public Safety Association – Police Chief Unit, and Exhibit B, between the City of El Cerrito and the El Cerrito Public Safety Association – Fire Chief Unit, modifying salaries; directs the parties to finalize updated Memorandum of Understandings (MOUs); and directs the City Manager to execute the agreements.

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon passage and adoption.
I CERTIFY that at a regular meeting on July 20, 2021 the City Council of the City of El Cerrito passed this Resolution by the following vote:

AYES: Mayor Fadelli; Mayor Pro Tem Quinto; Councilmembers Abelson, Motoyama and Rudnick
NOES: None
ABSTAIN: None
ABSENT: None

IN WITNESS of this action, I sign this document and affix the corporate seal of the City of El Cerrito on July 20, 2021.

APPROVED:

Paul Fadelli, Mayor

Holly M. Charléty, City Clerk
Tentative Agreement
Between
City of El Cerrito
And
Public Safety Management Association – Police Chief Unit

June 16, 2021

2.1 Salary

F. Effective the first full pay period in July 2020, there shall be no salary increase for the Police Chief.

G. Effective the first full pay period in July 2021, the City shall increase the salary for the Police Chief by 2.0%.

H. Effective the first full pay period in July 2022, the City shall increase the salary for the Police Chief by the April to April San Francisco Area Consumer Price Index (CPI). This salary increase will be no less than 2.0% and no more than 4.0%.

I. Effective the first full pay period in July 2023, the City shall increase the salary for the Police Chief by the April to April San Francisco Area Consumer Price Index (CPI). This salary increase will be no less than 2.0% and no more than 4.0%.

J. Effective the first full pay period in July 2024, the City shall increase the salary for the Police Chief by the April to April San Francisco Area Consumer Price Index (CPI). This salary increase will be no less than 2.0% and no more than 4.0%.

2.5 Pension Plan Benefits and Reimbursement
The City’s contract with the California Public Employees Retirement System (CalPERS) provides the Police Chief with the 3% at Age 50 CalPERS plan. This plan includes the CalPERS single highest year option, service credit for unused sick leave, Pre-Retirement Optional Settlement 2 Death Benefit, 1959 Survivor Benefit Fourth Level, and Retired Death Benefit.

The 3% at age 50 CalPERS Plan has a 9.0% employee contribution. The Police Chief shall make an additional 3.0% contribution to CalPERS for a total employee contribution of 12.0%. Effective the first full pay period in July 2021, the Police Chief shall make an additional 2.0% contribution to CalPERS for a total employee contribution of 14.0%.

9.1 Term
This Memorandum of Understanding shall be in full force and effect at such date as adopted by the City Council until June 30, 2025.

For PSMA

For the City

[Signatures]

[Signatures]
Tentative Agreement
Between
City of El Cerrito
And
Public Safety Management Association – Fire Chief Unit

June 16, 2021

2.1 Salary

E. Effective the first full pay period in July 2021 and July 2022, the City will increase the salary for the Fire Chief by the April to April San Francisco Area Consumer Price Index (CPI). This salary increase will be no less than 2.0% and no more than 4.0%.

F. Effective the first full pay period in July 2022, the City will increase the salary for the Fire Chief by the April to April San Francisco Area Consumer Price Index (CPI). This salary increase will be no less than 2.0% and no more than 4.0%.

2.5 Pension Plan Benefits and Reimbursement

- The City’s contract with the California Public Employees Retirement System (CalPERS) provides the Fire Chief with the 3% at Age 50 CalPERS plan. This plan includes the CalPERS single highest year option, service credit for unused sick leave, Pre-Retirement Optional Settlement 2 Death Benefit, 1959 Survivor Benefit Fourth Level, and Retired Death Benefit.

- The 3% at age 50 CalPERS Plan has a 9.0% employee contribution. The Fire Chief shall make an additional 3.0% contribution to CalPERS for a total employee contribution of 12.0%.

- Effective the first full pay period in July 2021, the Fire Chief shall make an additional 2.0% contribution to CalPERS for a total employee contribution of 14.0%.

For PSMA

For the City

[Signatures]