

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the 2014-18 Memorandum of Understanding (MOU) for the Police Officers, Lieutenant and Below Bargaining Unit (MOU 24).

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. ADOPT the 2014-18 MOU No. 24, attached to the Council file, for the Police Officers, Lieutenant and Below Representation Unit.
2. AUTHORIZE the City Administrative Officer (CAO) and City Controller to correct any clerical errors in the MOU, or if approved by the City Attorney, any technical errors.

Fiscal Impact Statement: The CAO reports that implementation of the provisions of the MOU will result in increased costs to the General Fund beginning in Fiscal Year (FY) 2014-15. The incremental increases for each year are as follows: \$320,000 in FY 2014-15; \$10.38 million in FY 2015-16; \$61.04 million in FY 2016-17; and \$49.16 million in FY 2017-18. The annual ongoing cost will be approximately \$120.9 million. The commitment to once again compensate the majority of police overtime in cash will add \$80 to \$100 million during each year of the contract.

Community Impact Statement: None submitted.

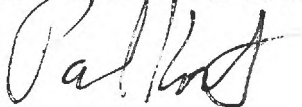
Summary:

On April 21, 2015, your Committee considered an April 16, 2015 CAO report relative to the 2014-18 MOU for the Police Officers, Lieutenant and Below Bargaining Unit (MOU 24). According to the CAO, the MOU was negotiated in accordance with instructions from the Executive Employee Relations Committee and this MOU is for a four-year period from July 1, 2014 through June 30, 2018.

Representatives from the CAO provided a thorough overview of the proposed MOU and responded to questions from the Committee members. After further consideration and having provided an opportunity for public comment, the Committee recommended approval of the 2014-18 MOU No. 24. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
O'FARRELL:	YES
FUENTES:	ABSENT

ARL
4-21-15

-NOT OFFICIAL UNTIL COUNCIL ACTS-