



# City Council Staff Report

DATE: May 4, 2011 Consent

SUBJECT: MEMORANDUM OF UNDERSTANDING – PALM SPRINGS POLICE  
MANAGEMENT ASSOCIATION REPRESENTING THE POLICE  
MANAGEMENT UNIT

FROM: David H. Ready, City Manager

BY: Human Resources

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## SUMMARY

The City has reached a tentative agreement with the Palm Springs Police MANAGEMENT Association (PSPMA) representing the Police Management Unit. The City Council will consider adopting a Resolution approving a contract or Memorandum of Understanding between the City and the Police Management Unit.

## RECOMMENDATION:

1. Adopt Resolution No. \_\_\_\_\_, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA APPROVING A MEMORANDUM OF UNDERSTANDING RELATIVE TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES IN THE PALM SPRINGS POLICE MANAGEMENT ASSOCIATION REPRESENTING THE POLICE MANAGEMENT UNIT, FOR THE PERIOD JULY 1, 2010 THROUGH JUNE 30, 2012, SUBJECT TO UNIT'S RATIFICATION AND EXECUTING THE MEMORANDUM OF UNDERSTANDING."
2. Authorize the City Manager to execute the Memorandum of Understanding in a form acceptable to the City Attorney.

## STAFF ANALYSIS:

The City, through its Municipal Employee Relations Representative (MERR), and representatives of the Palm Springs Police Management Association representing the Police Management Unit have met and conferred in good faith with the Municipal.

STAFF ANALYSIS CONT:

Employee Relations Representative (MERR) and have reached a agreement on the terms and conditions of Memorandum of Understanding (MOU) governing employees of the City of Palm Springs within the Police Management Unit for the period July 1, 2010 through June 30, 2012.

This agreement was reached through mediation, subject to ratification by the PSPMA and City Council.

Highlights to this agreement include:

- During the term of this MOU, there will be no salary increases; and
- Employees will be furloughed for five percent (5%) of their hours through a 76 hour pay period with overtime paid after 80 hours; and
- Holiday in Lieu pay will be reduced from 4 hours to 3.67 hours per pay period; and
- PERS Safety Retirement Formula for employees hired after January 1, 2011 will be 3% at 55; and
- City contribution towards the cost of health insurance will be limited to 5% for the 2012 plan year; and
- Take home car program will be limited to within the City limits beginning July 1, 2014, excluding K-9 and motorcycle assignments; and
- Longevity Pay will be tiered to allow only for employees currently receiving benefit; and
- Personal Days will be tiered to allow only for employees currently receiving benefit.

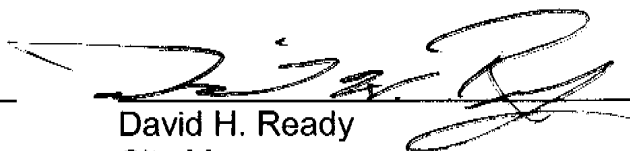
The Police Management Unit and the MERR jointly recommend adoption of such MOU by the City Council.

FISCAL IMPACT

It is estimated that this agreement will result in approximately \$47,000 in furlough savings, plus additional future savings through tiered programs.



Perry Madison  
Director of Human Resources



David H. Ready  
City Manager

Attachments: Resolution  
Memorandum of Understanding