



POLICE MOU EXTENSION

April 24, 2012

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Last week, union members voted by a wide margin to accept this tentative contract amendment.

FINANCIAL IMPACT

As noted above, deletion of the 2% COLA for sworn police and police management is expected to save some \$427,000. Deleting the projected additional costs of \$18,000 results in a projected net savings of \$409,000.

RECOMMENDED ACTION

- Adopt the attached Resolution providing for the fourth amendment to the Memorandum of Understanding with the Garden Grove Police Association with the attendant changes contained therein; and
- Direct the Human Resources Director and Finance Director to implement its provisions with all deliberate speed.



JOHN D.R. CLARK  
Human Resources Director/City Treasurer

attachment: Resolution

**Recommended for Approval**



**Matthew Feral**  
City Manager

GARDEN GROVE CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE  
AMENDING THE MEMORANDUM OF UNDERSTANDING ON SALARIES, WAGES, AND  
FRINGE BENEFITS FOR THE TERM 2009-2011 BY AND BETWEEN THE GARDEN  
GROVE POLICE ASSOCIATION AND THE CITY OF GARDEN GROVE

WHEREAS, the City Council of the City of Garden Grove understands the need for increased cost savings to close a deficit between revenues and expenditures in an expeditious fashion;

WHEREAS, the Garden Grove Police Association shares this concern and believes a solid fiscal foundation to be essential to its member's well-being;

WHEREAS, the Garden Grove Police Association and City Management have met and conferred in good faith on joint solutions to this pressing need; and

WHEREAS, the Garden Grove Police Association and City Management have reached tentative agreement on changes to the Memorandum of Understanding to insure a financially-sound future.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDEN GROVE DOES HEREBY RESOLVE:

Section 1. The Memorandum of Understanding on Salaries, Wages and Fringe Benefits 2009-2011, by and between the Garden Grove Police Association and the City of Garden Grove as approved and adopted by the City Council in Resolution No. 8882-09 and subsequently amended by Resolution Nos. 8955-10, 9039-11, and 9099-12 is hereby further amended as follows:

A. Article II, Section 1 ("Wages") is amended to read as follows:

a. First Year

The City shall provide no (0%) salary increase during the first year, fiscal year 09-10.

b. Second Year

The City shall provide no (0%) salary increase during the second year, fiscal year 10-11.

c. Third Year

The City shall provide a 1.4% salary increase to be effective the first full pay period after July 1, 2011.

d. Fourth Year

The City shall provide no (0%) salary increase during the fourth year, fiscal year 12-13.

e. Reopener

During the periods of February 15 through March 15, 2011, and February 15 through March 15, 2012, either City or Union may request to meet and confer in good faith, with the goal of seeking mutual solutions to worsening fiscal conditions, or, conversely, to revisit wage provisions in the event of better-than-projected revenues.

B. Article III, Section 5 (Retiree Medical Fund) is amended by adding a new subsection (b) to read as follows:

b. Adjustment

Once the amount of the City's contribution to the Retiree Medical Fund has been calculated pursuant to the methods specified in subpart a., above, the resulting total amount to be paid will be increased by 2%.

C. Article V, Section 3 (Sick Leave) is amended by adding a new subsection (g), to read as follows:

g. Retirement Pay Adjustment

Members who are age 49 or older as of May 1, 2012, may elect to provide "terminal retirement notice" of their commitment to retire upon a date certain no more than twelve (12) months into the future. Upon such notice, the base salary of said member shall be raised by 2%. This increased base pay shall continue until the member's retirement date but in no case shall be more than 26 pay periods. If, for any reason, the member does not retire on the date indicated or at the end of 26 pay periods, the member will be returned to his prior pay rate (i.e., less 2%). Both City and Union agree that this subsection shall expire on June 29, 2013.