

# 2017 SPOA Contract Ratification



## Bargaining Team

- SPOA Team Members:
  - Timothy Davis
  - Paul Brown
  - Eric Schneider
  - Shawn Gaynor
  - Matt Young
  
- Lead Negotiator:
  - Michael Jarvis



## History

- Efforts to begin negotiations under City Manager John Shirey were unsuccessful.
- The SPOA began preparing over a year ago to be ready for negotiations.
- New City Manager Howard Chan started the process of negotiations, but the City wasn't ready and it took a few months for them to get started.
- The City hired an outside attorney to negotiate against us.



## History Cont.

- The City's hired lead negotiator:
  - Refused to schedule enough meetings to effectively bargain a contract.
  - Proposed takeaways:
    - Eliminating arbitration in discipline cases.
    - Police Officer 12 step salary schedule with 2.5% between steps (pay cut for anyone not at step 5).
    - No increases for Civilians or Sergeants.
    - Eliminate medical-in-lieu.
- I complained loudly to Howard Chan and the City Council. They removed their negotiator



## History Conclusion

- After the hired City negotiator was removed, we began negotiating with City employees with whom we had established relationships
- Negotiations then progressed quickly allowing us to reach a negotiated agreement.



## City's Concerns

- Rising Cost of CalPERS.
- Expiration of Measure U.
- Unfunded liabilities:
  - Retirement.
  - Retiree Medical.
- The City insisted on a two year contract.



## Contract Term

- Effective June 24, 2017.
- Expires on June 21, 2019.
- The contract is retroactive to June 24, 2017.



## Police Officer Steps

- Currently there are five steps for the classification of Police Officer:
  - Step 1 upon hire\*
  - Step 2 at 6 months – Increase of 5%
  - Step 3 at 1 ½ years – Increase of 5%
  - Step 4 at 2 ½ years – Increase of 5%
  - Step 5 at 3 ½ years – Increase of 5%
- This contract adds two additional steps on top:
  - Step 6 at 4 ½ years – Increase of 5%
  - Step 7 at 5 ½ years – Increase of 5%

\* Some officers are hired above Step 1.



## Police Officer Steps

- Police Officers who have 4 ½ years on or more will
  - Move to Step 6 on June 24, 2017, and receive a 5% increase.
  - Move to Step 7 on June 23, 2018, and receive a 5% increase.
- Police Officers who have less than 4 ½ year on will:
  - Move to Step 6 on their 4 ½ year anniversary and receive a 5% increase.
  - Move to Step 7 on their 5 ½ year anniversary and receive a 5% increase.



## Benchmarking Salaries for Supervisors

- Top step Sergeant salary will be benchmarked at 20% above top step Police Officer salary.
  - Sacramento County Sergeants are 15.97% above top step Deputy.
  - Industry standard is 15 to 20 percent.
- Top step Dispatcher III salary will be benchmarked at 17% above top step Dispatcher II salary
- Future raises will automatically be passed on to these supervisors.



## Equity Increases

- Police Officers and Park Rangers will receive equity increases:
  - June 24, 2017 – 3% Equity Increase.
  - December 22, 2017 – 2% Equity Increase.
  - June 23, 2018 – 2% Equity Increase.



## COLA Increases

- Dispatcher I, II and CSOs will receive COLA increases:
  - June 24, 2017 – 2% COLA.
  - June 23, 2018 – 2% COLA.



## Post and Education Incentives

- Waiting periods are removed and incentives become payable upon hire.



## Longevity Pay

- Employees will receive Longevity Pay of 3% upon completing 17 years of City Service.



## Health Care Contribution

- Employee only:
  - Unchanged at \$721 a month.
- Employee + 1:
  - \$150 increase from \$883 to \$1033.
- Employee + 2 or more:
  - \$150 increase from \$1243 to \$1393.



## CalPERS Cost Share

- For Classic CalPERS Employees:
  - Police Officer / Police Sergeant remain unchanged:
    - 9% Employee Cost + 3% Cost Share = 12%.
  - Park Ranger / Dispatcher / CSO increase 2%:
    - Currently 7% Employee Cost + 1 % Cost Share = 8%.
    - Additional 1% Cost Share effective June 24, 2017.
    - Additional 1% Cost Share effective June 23, 2018.
    - Resulting in 7% Employee Cost + 3% Cost Share = 10%.





## Uniform Allowances

- Eliminate Uniform allowances.
  - Savings from eliminating uniform allowances was rolled into pensionable income.
- New employees shall receive \$1000 (tax free) upon hire to purchase uniforms.
- City pays to repair or replace damaged uniforms.
- Uniform changes require two year implementation period or city pays for new uniforms.



## Technology Allowance

- Eliminate Technology Allowance for Sergeants.
  - Savings from eliminating technology allowance was rolled into pensionable income.



## Police Officer – Percentages

	June 2017	Dec 2017	June 2018	4 ½ years	5 ½ years	17 years	Total
> 4½ years	3.00	2.00	2.00	5.00	5.00	3.00	20.00
Compounding	3.00	5.06	7.16	12.52	18.15	21.69	21.69
4½ - 17 years	8.00	2.00	7.00			3.00	20.00
Compounding	8.15	10.31	18.15			21.69	21.69
17 + years	11.00	2.00	7.00				20.00
Compounding	11.39	13.22	21.69				21.69



## Police Officer – Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$37.98	\$78,999.41	\$43.68	\$90,849.32		
June 2018	\$44.87	\$93,329.60	\$51.60	\$107,334.14	\$52.95	\$110,134.16



## Detective – Rates of Pay

	Hourly	Annual	Hourly	Annual
Current	\$45.77	\$95,194.29		
June 2018	\$54.07	\$112,467.51	\$55.42	\$115,267.53



## FTO – Rates of Pay

	Hourly	Annual	Hourly	Annual
Current	\$47.29	\$98,354.27		
June 2018	\$55.87	\$116,200.87	\$57.21	\$119,000.89



## Police Officer Ranking Current

Oakland	\$9,429	\$12,719	1
San Francisco	\$9,821	\$11,534	2
San Jose	\$10,290	\$11,008	3
Sacramento County	\$7,522	\$10,420	4
Long Beach	\$7,906	\$10,313	5
Roseville	\$7,347	\$10,185	6
Stockton	\$7,230	\$9,992	7
Sacramento	\$6,583	\$8,716	8
Fresno	\$6,740	\$8,516	9
Bakersfield	\$5,987	\$8,137	10
Mean	\$8,030	\$10,314	
Difference	-21.98%	-18.33%	



## Police Officer Ranking 7/1/18

Oakland	\$9,429	\$12,719	1
San Francisco	\$9,821	\$11,534	2
San Jose	\$10,290	\$11,008	3
Sacramento County	\$7,522	\$10,420	4
Sacramento	\$7,778	\$10,355	5
Long Beach	\$7,906	\$10,313	6
Roseville	\$7,347	\$10,185	7
Stockton	\$7,230	\$9,992	8
Fresno	\$6,740	\$8,516	9
Bakersfield	\$5,987	\$8,137	10
Mean	\$8,005	\$10,314	
Difference	-2.92%	0.40%	



## Sergeant – Percentages

	June 2017	Dec 2017	June 2018	17 years	Total
> 17	6.36	2.00	2.00	3.00	13.36
Compounding	6.36	8.49	10.66	13.98	13.98
17 + years	9.36	2.00	2.00		13.36
Compounding	9.55	11.74	13.98		13.98



## Sergeant – Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$48.66	\$101,218.56	\$55.96	\$116,401.34		
June 2018	\$53.85	\$112,000.84	\$61.92	\$128,800.97	\$63.54	\$132,160.99



## Sergeant Ranking – Current

Oakland	\$11,409	\$14,897	1
San Jose	\$11,911	\$13,908	2
San Francisco	\$11,406	\$13,071	3
Long Beach	\$10,148	\$13,011	4
Roseville	\$8,892	\$11,961	5
Sacramento County	\$8,723	\$11,820	6
Stockton	\$8,548	\$11,093	7
Bakersfield	\$8,451	\$10,848	8
Sacramento	\$8,432	\$10,747	9
Fresno	\$8,124	\$10,068	10
Mean	\$9,735	\$12,298	
Difference	-15.44%	-14.43%	



## Sergeant Ranking – 7/1/18

Oakland	\$11,409	\$14,897	1
San Jose	\$11,911	\$13,908	2
San Francisco	\$11,406	\$13,071	3
Long Beach	\$10,148	\$13,011	4
Sacramento	\$9,333	\$12,100	5
Roseville	\$8,892	\$11,961	6
Sacramento County	\$8,723	\$11,820	7
Stockton	\$8,548	\$11,093	8
Bakersfield	\$8,451	\$10,848	9
Fresno	\$8,124	\$10,068	10
Mean	\$9,735	\$12,298	
Difference	-4.30%	-1.63%	



## Dispatcher I, II & CSO Percentages

	June 2017	June 2018	17 years	Total
> 17	2.00	2.00	3.00	7.00
Compounding	2.00	4.04	7.16	7.16
17 + years	5.00	2.00		7.00
Compounding	5.06	7.16		7.16



## Dispatcher I – Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$27.81	\$57,848.48	\$30.59	\$63,633.32		
June 2018	\$28.94	\$60,185.55	\$31.83	\$66,204.11	\$32.70	\$68,009.68



## Dispatcher II – Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$34.01	\$70,735.74	\$37.41	\$77,809.32		
June 2018	\$35.38	\$73,593.47	\$38.92	\$80,952.81	\$39.98	\$83,160.62



## CTO – Rates of Pay

	Hourly	Annual	Hourly	Annual
Current	\$40.64	\$85,529.21		
June 2018	\$42.28	\$87,944.19	\$43.34	\$90,152.00





## Dispatcher II Ranking Current

San Francisco	\$8,266	\$10,007	1
Oakland	\$6,800	\$8,906	2
Roseville	\$6,094	\$8,140	3
Sacramento County	\$5,495	\$7,954	4
Sacramento	\$5,895	\$7,741	5
Stockton	\$5,661	\$7,307	6
San Jose	\$6,122	\$6,830	7
Long Beach	\$5,565	\$6,695	8
Bakersfield	\$4,312	\$6,357	9
Fresno	\$4,454	\$5,293	10
Mean	\$5,863	\$7,499	
Difference	0.53%	3.13%	



## Dispatcher II Ranking 7/1/18

San Francisco	\$8,266	\$10,007	1
Oakland	\$6,800	\$8,906	2
Sacramento	\$6,133	\$8,140	3
Roseville	\$6,094	\$8,140	3
Sacramento County	\$5,495	\$7,954	5
Stockton	\$5,661	\$7,307	6
San Jose	\$6,122	\$6,830	7
Long Beach	\$5,565	\$6,695	8
Bakersfield	\$4,312	\$6,357	9
Fresno	\$4,454	\$5,293	10
Mean	\$6,039	\$7,774	
Difference	1.53%	4.49%	



## Dispatcher III – Percentages

	June 2017	June 2018	17 years	Total
> 17	3.93	2.0	3.0	8.93
Compounding	3.93	6.01	9.19	9.19
17 + years	6.93	2.0		8.93
Compounding	7.05	9.19		9.19



## Dispatcher III – Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$39.05	\$81,224.87	\$42.96	\$89,347.36		
June 2018	\$41.40	\$86,104.36	\$47.61	\$99,020.01	\$48.85	\$101,603.14



## CSO Ranking – Current

San Francisco	\$5,989	\$7,799	1
Sacramento County	\$5,183	\$7,336	2
San Jose	\$6,601	\$6,992	3
Roseville	\$4,893	\$6,801	4
Sacramento	\$4,912	\$6,439	5
Stockton	\$4,739	\$6,376	6
Fresno	\$3,854	\$4,780	7
Bakersfield			
Long Beach			
Oakland			
Mean	\$5,210	\$6,680	
Difference	-6.05%	-3.76%	



## CSO Ranking – 7/1/18

San Francisco	\$5,989	\$7,799	1
Sacramento County	\$5,183	\$7,336	2
San Jose	\$6,601	\$6,992	3
Roseville	\$4,893	\$6,801	4
Sacramento	\$5,111	\$6,772	5
Stockton	\$4,739	\$6,376	6
Fresno	\$3,854	\$4,780	7
Bakersfield			
Long Beach			
Oakland			
Mean	\$5,210	\$6,680	
Difference	-1.93%	1.35%	



## Park Ranger – Percentages

	June 2017	Dec 2017	June 2018	17 years	Total
> 17	3.0	2.0	2.0	3.0	10.00
Compounding	3.0	5.06	7.16	10.38	10.38
17 + years	6.0	2.0	2.0		10.00
Compounding	6.09	8.21	10.38		10.38



## Park Ranger Assistants Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$29.50	\$61,350.56	\$30.97	\$64,418.09		
June 2018	\$31.61	\$65,744.00	\$33.19	\$69,031.20	\$34.14	\$71,003.52



## Park Ranger – Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$30.97	\$64,418.09	\$32.52	\$67,639.00		
June 2018	\$33.19	\$69,031.20	\$34.85	\$72,482.76	\$35.84	\$74,553.70



## Park Ranger Supervisor Rates of Pay

	Hourly	Annual	Hourly	Annual	Hourly	Annual
Current	\$34.07	\$70,859.90	\$35.77	\$74,402.90		
June 2018	\$36.51	\$75,934.32	\$38.33	\$79,731.04	\$39.43	\$82,009.07



## Park Ranger Ranking Current

Sacramento County	\$5,827	\$8,883	1
San Francisco	\$6,905	\$8,687	2
Sacramento	\$5,368	\$6,798	3
Long Beach	\$5,565	\$6,695	4
San Jose	\$5,765	\$6,229	5
Bakersfield			
Fresno			
Oakland			
Stockton			
Roseville			
Mean	\$6,015	\$7,623	
Difference	-12.06%	-12.14%	



## Park Ranger Ranking 7/1/17

Sacramento County	\$5,827	\$8,883	1
San Francisco	\$6,905	\$8,687	2
Sacramento	\$5,752	\$7,443	3
Long Beach	\$5,565	\$6,695	4
San Jose	\$5,765	\$6,229	5
Bakersfield			
Fresno			
Oakland			
Stockton			
Roseville			
Mean	\$6,015	\$7,623	
Difference	-4.57%	-2.42%	



## STOP SIGN



## Life Insurance

- City paid Life insurance increased from \$10,000 to \$25,000.
- City paid Accidental Death and Dismemberment Insurance for hazardous assignments (E.O.D., Air Ops, SWAT, and Motorcycle) increased from \$200,000 to \$400,000.



## Bilingual Pay

- Increased from \$20 bi-weekly to 2% of salary.



## Training Officer Pay

- Park Ranger Training Officer Pay increased from 7% to 9.5% of salary.





## Detective Pay

- Expanded Detective Pay to cover employees temporarily assigned to detectives for longer than 60 days (excluding employees temporarily assigned while light duty or IOD).



## Supplemental Employment

- Salary increases, if unchecked, would be passed on to vendors. There was a concern that this could result in a loss of vendors and a loss of available jobs.
- Supplemental employment will be capped for the duration of this contract:
  - Officer Job rate: \$70 an hour.
  - Sergeant Job rate: \$84 an hour.
- Effective June 22, 2019, rates return to the employees overtime rate.



## Retiree Health Savings Accounts (RHSA)

- RHSA accounts allow employees to save money to cover medical costs later in life. RHSA are strictly controlled by the IRS, but are completely tax free.
- In 2013, two RHSA accounts were created, one for employees hired before 9/3/2013, and one for employees hired after.
- Employees hired before contribute \$10 a check.
- Employees hired after are not entitled to a City retiree medical contribution so they contribute 2% of Salary.



## Retiree Health Savings Accounts (RHSA)

- Employees hired after 9/2/2013, will now contribute 3% of salary to their account.
- Employees hired before 9/3/2013, will now contribute 1% of salary to their account.
- The City will now cover the administrative costs of the accounts (\$25 annual savings).



## Residency Incentive

- Employees who purchase a home within the City limits during the term of this agreement shall receive a one-time payment of \$5,000.



## Compensatory Time (CTO)

- Currently employees can cash out 40 hours of CTO each November. The 40 hour cap has been removed and employees can cash out any amount of CTO they choose.
- As a method to fund RHSAs, employees who have over 120 hours of CTO on July 1<sup>st</sup> of each year will have the excess balance cashed out and paid into their RhsA account.



## Court Overtime

- Employees who work a graveyard shift and have a morning court appearance shall receive court overtime beginning at the end of their shift.



## Court Cancellation

- Employees who are scheduled to appear in court while off-duty and are canceled from court will:
  - Receive two hours of overtime if the cancellation occurs between three and two hours before the scheduled court appearance.
  - Receive four hours of overtime if the cancellation occurs two hours or less before the scheduled court appearance.



## Minimum Shift

- Currently employees receive a minimum of four hours if they are ordered in to work from home or called back to work after leaving, but there was no minimum for mandatory scheduled overtime.
- Employees will now get a minimum of four hours for all mandatory overtime (excluding end of watch overtime).



## Shift Change Notice

- The five day shift change notice rule was extended to all employees.



## Personal Time Off (PTO)

- PTO balances no longer expire at the end of each year.



## Phone Calls while On Call

- Currently employees are not compensated when they receive an incidental phone call regarding their assignment while on call.
- Employees will now receive overtime for the actual time of the phone call, if the phone call is longer than fifteen (15) minutes.



## Furloughed Employees

- Employees participating in the voluntary furlough program must receive the approval of their captain prior to working supplemental employment.



## Healthcare Qualification

- Employees must now have twenty hours of time on their check to receive medical benefits.
- New domestic partners can no longer use the City registration system and must use the state system.



## Retiree Health

- Currently an employee must retire the same day they leave city service to receive their retiree medical contribution. That will be extended to 120 days.
- Retirees can now opt out of City health and take cash (tax free) for the purchase of medical through an exchange. If they opt out for two years, they cannot return to the City health plan.
- Medicare eligible retirees are no longer eligible for participation in a City medical plan.



## SPOA Recognition

- The Contract now specifically lists all classifications that the SPOA represents.





## Part-Time Program

- Part-time program is expanded to include sergeants and park rangers.
- The caps on the program were removed.



## On-Duty Workout

- Merges the Sworn and Communications workout programs.
- All eligible employees can now chose to work out for 60 minutes twice a week.
- Additionally, employees who are not field deployed can elect to work out 30 minutes a day, four days a week, in combination with their lunch period (70 minutes total).



## Bereavement Leave

- Expanded to include domestic partner and domestic partner's child.



## Seniority upon Return

- Employees who leave city service and are later rehired have one year to return to retain their seniority.



## Classification Seniority

- Clearly defined for all Classifications.
- Classification Seniority application clarified.
- Classification Seniority applies to:
  - Time off preference (with some exceptions).
  - Days off and shift preference.
  - Sign-ups preference.
  - As a factor in transfers.
  - Selection of on-duty workout schedule.
  - Determining primary beat on overlap day.



## Supplemental Employment

- Updated to reflect the assignment protocols established last year.
- Prohibition to working supplemental assignments before a shift was removed and replaced with a sixteen hour total rule and a requirement to get eight hours of rest.



## Equipment

- A list of issued equipment was created for both Police Officers and Park Rangers.
- The vest voucher system was updated.



## Transfers

- The rule requiring police officers to have two years of classification seniority prior to being eligible to request a transfer to a specialty assignment is extended to all classifications.
- The three year minimum commitment rule is replaced by a flexible rule where the commitment is related to the specific needs of the assignment.



## Layoffs

- The City must lay off non-career employees before they lay off career employees.
- Laid off employees are now entitled to two recall notices instead of just one, before they are removed from the recall list.



## Vacancies

- Midyear sign-ups becomes supplemental sign-ups.
- Supplemental sign-ups covers both patrol and the communications center.
- Vacant positions on 3/31 and 7/31 must be considered and posted, absent an operational need to keep them vacant.



## Annual Sign-Ups

- All employees are now covered by a formal annual sign-up.
- Sign-ups for all employees will take place in November with Patrol taking place at SPOA and all other employees signing up within their offices.
- Employees shall sign up for days off, shift, vacation, and training.
- Employees, except detectives, will additionally sign up for team, supervisor, geographical area, and radio identifier.



## Annual Sign-Ups

- The City must consult with the SPOA in creating the matrixes for sign-ups and all offices must send the SPOA their draft sign up matrix at least seven days prior to sign-ups.



## CSO Program Overhaul

- CSO and CSO – Limited Term replaced with CSO I, CSO II, and CSO III. Reserve CSO remains.
  - CSO I will be used prior to and while employees are in the academy.
  - CSO II will be used by academy graduates who are awaiting or seeking upgrade to Police Officer.
  - CSO III is equivalent to the currently vacant CSO position.
  - CSO II & III are eligible for step increases (CSO Limited Term was not).
  - RCSOs annual hours are capped and employees given a limited term.



## Ratification

- The SPOA Board of Directors unanimously supports ratification of this contract.



# Questions and Answers

