



Administrative Report

H.7., File # 22-4636

Meeting Date: 8/9/2022

To: MAYOR AND CITY COUNCIL
From: JOE HOFFMAN, CHIEF OF POLICE

TITLE

APPROVE A SIDE LETTER AGREEMENT WITH THE REDONDO BEACH POLICE OFFICERS ASSOCIATION (POA) TO MODIFY THE SENIORITY PROVISION IN THE JANUARY 1, 2020 TO DECEMBER 31, 2022 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE POA

EXECUTIVE SUMMARY

The City Council previously approved a Memorandum of Understanding (MOU) between the City of Redondo Beach and the Redondo Beach Police Officers Association for the term January 1, 2020 to December 31, 2022. The MOU states seniority shall be based on the date of hire as a sworn Police Officer or Police Recruit. The negotiated side letter modifies the MOU stating that seniority is based on the date of hire as a sworn Police Officer only, eliminating the classification of Police Recruit from establishing Police Department seniority. The MOU change is expected to improve the City's ability to attract lateral police officer candidates and more appropriately reflect an officer's standing in the Department.

BACKGROUND

The current MOU with the Police Officers Association states seniority shall be based on the date of hire as a sworn Police Officer or Police Recruit. This side letter eliminates the classification of Police Recruit from establishing Police Department seniority for the purposes of bidding for shift selection, work days, vacation schedules and any other seniority-based benefits.

Currently, upon hiring a Police Recruit, a Police Department specific serial number is assigned to the individual that establishes Police Department seniority. The Police Recruit then attends the Police Academy which typically last six months or more. Upon successful completion and graduation from the Police Academy, a Police Recruit is sworn in and classified as a Police Officer. Under the existing MOU language, when a Lateral Police Officer is hired and sworn in while one or more Police Recruits are attending the Police Academy the lateral Officer has less Police Department seniority, despite already being a sworn Police Officer and being immediately available for deployment in the community. This side letter corrects the seniority establishment issue and assigns Police Department seniority at the time of an Officer's swearing-in.

A Police Recruit, upon hire, is assigned a City of Redondo Beach (non-PD specific three digit) employee number to establish all needed City benefits. This City of Redondo Beach employee number is sufficient to receive all benefits and reflect employment in good standing while attending

the Police Academy prior to being classified as a sworn Police Officer. Upon classification as a Police Officer, individuals are assigned a Police Department serial number in addition to the City employee number.

The Police Department is actively recruiting lateral Police Officers and recently initiated a pilot program for recruitment and referral bonuses which was included in the Fiscal Year 2022 - 23 budget. Seniority can be a significant consideration for recruitment and approval of this side letter will have a positive effect on the Police Department's ability to market and promote lateral Police Officer employment opportunities with the City of Redondo Beach. This side letter shall expire on December 31, 2022 in conjunction with the expiration date of the existing MOU. It is expected that the modification to the seniority provision will be included in future MOUs.

COORDINATION

The Police Department coordinated with the Human Resources Department and the City Attorney's Office to prepare the side letter. The side letter was negotiated and agreed to by the Police Officer's Association.

FISCAL IMPACT

There is no fiscal impact associated with the approval of this recommended side letter agreement.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Side Letter