

RESOLUTION NO. 2020-16

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS TO
ADOPT THE SIDE LETTER TO EXTEND THE MEMORANDUM OF
UNDERSTANDING WITH LOS ALTOS POLICE OFFICERS ASSOCIATION**

WHEREAS, Los Altos Police Officers Association (LAPOA) Memorandum of Understanding dated July 1, 2017 – June 30, 2020 will expire on June 30, 2020; and

WHEREAS, representatives from the City and Los Altos Police Officers Association met and conferred in good faith to reach a Side Letter Agreement; and

WHEREAS, the parties reached an agreement on April 6, 2020; and

WHEREAS, on April 29, 2020, members of the Los Altos Police Officers Association ratified the Side Letter Agreement for a six-month extension of the current Agreement.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby:

1. Approves the Side Letter Agreement to extend the current Memorandum of Understanding (MOU) with Los Altos Police Officers Association for the term of the side letter agreement from June 30, 2020 through December 31, 2020 attached to this resolution as Exhibit A. Unless otherwise noted, all changes shall take effect the first full pay period including July 1, 2020 after Union ratification and adoption of this Side Letter Agreement; and
2. Approves the following adjustments to the benefit package for LAPOA members, effective the first full pay period including July 1, 2020:
 - a. Salary: effective the first full pay period that includes July 1, 2020, base salary (defined as base pay only) shall be increased by the April 2020 12-month Consumer Price Index, San Francisco Area, by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 2% and maximum of 3%)

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 26th day of May, 2020 by the following vote:

AYES: Council Members Bruins, Enander, Vice Mayor Fligor and Mayor Pepper
NOES: Council Member Lee Eng
ABSENT: None
ABSTAIN: None



Janis C. Pepper MAYOR

Attest:


Andrea Chelemengos, MMC, CITY CLERK

LETTER OF AGREEMENT

CITY OF LOS ALTOS

AND

THE LOS ALTOS POLICE OFFICERS ASSOCIATION

This Letter of Agreement (Agreement) between the City of Los Altos (City) and the Los Altos Police Officers Association (Association) (collectively "Parties") is entered into with respect to the following:

WHEREAS, the current Memorandum of Understanding (MOU) between Parties is currently set to expire on June 30, 2020;

WHEREAS, the Parties began negotiations over a successor MOU on March 3, 2020; and

WHEREAS, on March 4, 2020, the Governor of California declared a State of Emergency due to the outbreak and spread of COVID-19; and

WHEREAS, on March 13, 2020, the President of the United States declared a National Emergency concerning the COVID-19 outbreak; and

WHEREAS, on March 16, 2020, the Santa Clara County Public Health Officer and the Board of Supervisors declared a local health emergency in response to COVID-19; and

WHEREAS, the Parties have agreed to postpone negotiations and extend the current MOU due to the national, state, and local emergency that has resulted from COVID-19;

WHEREAS, the Parties have agreed that Association members will receive a Cost of Living Increase effective July 1, 2020;

WHEREAS, the following memorializes the Parties' Agreement:

1. The term of the MOU is extended from June 30, 2020 to December 31, 2020; and
2. Effective the pay period that includes July 1, 2020, base salary for all represented classifications shall be increased by the April 2020 12-month Consumer Price Index-U, San Francisco Area, by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 2% and maximum of 3%);
3. The Parties agree to resume negotiations no later than September 1, 2020;

PAH

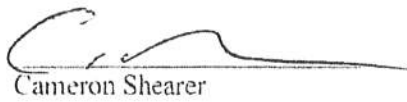
4. This Agreement is effective upon ratification by the Association membership and subsequent approval of the Los Altos City Council.

FOR THE CITY OF LOS ALTOS


Chris Jordan, City Manager

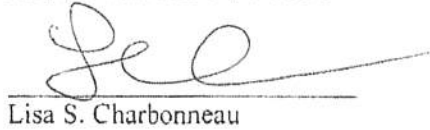
5/1/2020
Date

FOR THE POLICE OFFICERS ASSOCIATION

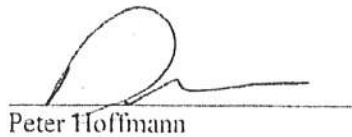

Cameron Shearer

4/29/20
Date

APPROVED AS TO FORM


Lisa S. Charbonneau

5/1/2020
Date


Peter Hoffmann

4/29/2020
Date