

## Unit 14 – Police Civilian Technical MOU Amendment 1

- During the 2014 negotiations with the POA it was agreed to move the classification of Police Officer Trainee out of Unit 5 – Police Officers and designate the Trainee classification to Unit 14 – Police Civilian Technical Unit represented by SEIU Local 1021.
- Police Officer Trainees are probationary miscellaneous employees and therefore, not eligible for the same benefits available to sworn officers in Unit 5 - POA, such as long term disability, different retirement formula, legal defense fund.
- The City has met and conferred with SEIU representatives and they have agreed to represent the Police Officer Trainees until such time they become sworn officers and transferred to Unit 5 – POA.
- The designation of Police Officer Trainees to Unit 14 makes good policy, as they are all miscellaneous police department employees, and have the same benefit package.

## **Timetable of the Change in Representation for the Police Officer Trainee Classification**

- May, 2014 – City and POA in negotiations. Issue first brought up regarding the Police Officer Trainee not conforming to benefits provided by the POA MOU. No remedies are settled on.
- June, 2014 – The City and SEIU – Unit 14 - Police Civilian Technical, reach agreement and MOU is soon ratified. The subject of the Police Officer Trainee was not broached because no solution had been identified at POA bargaining table.
- Late August, 2014 – The City and POA reach agreement. Agreement includes transferring the Police Officer Trainee from POA bargaining unit to SEIU Unit 14.
- September, 2014 – Meetings with SEIU. City proposes to add Police Officer Trainee to Unit 14 and SEIU agrees.
- October, 2014 – Draft amendment is sent to SEIU for approval. SEIU approves amendment in November.
- December, 2014 - Amendment to City Council.

**The following elements of the Police Civilian Technical - Unit 14 MOU will be updated to include Police Officer Trainee:**

Salary	Effective the first pay period in January 2015, Trainees shall receive a 2% cost of living increase. This 2% cost of living increase was provided to Unit 14 - Police Technical earlier in 2014. Because the Trainees were not in Unit 14 at the time of the increase, it is being provided now.
Work Schedule	Employees scheduled to work five (5) eight (8) hour days (in accordance with the Academy schedule) each day shall include a non-paid meal period scheduled approximately at the mid-point of the shift.
Over-Time	Police Officer Trainees shall be paid for any overtime incurred.
Holidays	Police Officer Trainees shall observe the 12 Holidays listed in the MOU. If the Police Academy takes any holiday other than the 12 Holidays listed in the MOU, the trainees are to work at the Police Department on that day.
Uniforms	Newly hired Police Officer Trainees shall receive an initial six hundred dollars (\$600.00) during the first month of employment for uniforms required by the Academy.