

**RESOLUTION NO. 77-2022**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PACIFICA AUTHORIZING THE CITY MANAGER TO ENTER IN A SIDE LETTER BETWEEN THE CITY OF PACIFICA AND THE PACIFICA POLICE OFFICER'S ASSOCIATION REGARDING ADJUSTING COMPENSATION FOR POLICE OFFICER TRAINEE CLASSIFICATION.**

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**WHEREAS**, on September 27, 2021, the City Council authorized the City Manager to execute Memoranda of Understanding with Pacifica Police Officers Association for agreements effective from July 1, 2021 to June 30, 2023; and

**WHEREAS**, the Memoranda of Understanding terms include a description of classifications represented by each labor group and salaries paid to each group's respective classifications; and

**WHEREAS**, said side letter agreement between the City of Pacifica and the Pacifica Police Officer's Association is detailed in Exhibit A, attached; and

**WHEREAS**, it is the City's desire to maintain equity within the Police Department and attract and retain highly qualified employees to staff public safety services; and

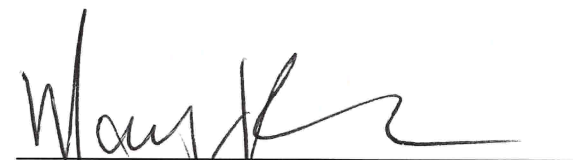
**WHEREAS**, City Manager recommends that the City Council approve the compensation adjustment for Police Trainee classifications effective after City Council approval November 14, 2022; and

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Pacifica to authorize the City Manager to enter into a side letter providing compensation adjustment to the Police Trainee classification with an effective date of November 14, 2022.

. . . . .

**PASSED AND ADOPTED** at a regular meeting of the City Council of the City of Pacifica, California, held on November 14, 2022, by the following vote:

**AYES**, Councilmembers: Bier, Bigstick, O'Neill, Vaterlaus  
**NOES**, Councilmembers: Beckmeyer  
**ABSENT**, Councilmembers: n/a  
**ABSTAIN**, Councilmembers: n/a

  
\_\_\_\_\_  
Mary Bier, Mayor

ATTEST:  
  
\_\_\_\_\_  
Sarah Coffey, City Clerk

APPROVED AS TO FORM:  
  
\_\_\_\_\_  
For Michelle Marchetta Kenyon, City Attorney

EXHIBIT A

The City of Pacifica and Pacifica Police Officer’s Association

Side Letter Agreement to the

2021-2023 MOU

The Pacifica Police Officer’s Association (PPOA) (“Union) and representatives of the City of Pacifica (“City) have met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (Government Code Sections 3500, et seq.) to amend provisions of their Memorandum of Understanding (“MOU”), with a current term of July 1, 2021, through June 30, 2023. This Side Letter of Agreement describes the parties’ full and complete Agreement regarding wages for the “Police Trainee” classification.

This side letter confirms the proposal and that both parties have endeavored to reach an agreement related to this matter for the “Police Trainee” classification and compensation.

This Memorandum of Understanding shall be presented to the City Council as the joint recommendations of the undersigned for salary adjustments commencing upon City Council approval.

**Appendix A-2 – 2022-23 Salary Schedule**

All Parties agree to a compensation adjustment and to add the following language to Appendix A-2:

Effective November 7, 2022: Wages for “Police Trainee” for this represented unit members covered by this Agreement shall be increased from \$5,799 to \$7,180 or 5% below the beginning step of the Police Officer’s compensation.

The above sections and language revisions are the only amendments to the current Memorandum of Understanding (MOU). This Side Letter Agreement does not change, modify, or otherwise alter any other terms or conditions of the current MOU between the City of Pacifica and the Pacifica Police Officer’s Association (PPOA) unit. Except as modified in this Side Letter Agreement, all other provisions of the MOU remain in full force and effect.

FOR Police Officer’s Association (PPOA)

FOR City of Pacifica

Date: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
Joe Gomez, President (PPOA)

\_\_\_\_\_  
Kevin Woodhouse, City Manager

\_\_\_\_\_  
Richard Lechleitner, Vice President (PPOA)