# COA EXECUTIVE BOARD MEETING

MINUTES

June 13, 2022

0900 Hours

Location: Zoom Virtual Platform

Call to Order: 0901 hours

**Roll Call/ Members Present**

* Board members present: Chief Drake, Chief Zipperman, Chief Calvillo, Chief Fields, Chief Justin Moore.
* Flag Salute and Moment of Silence

**New Business – Drake 0905 hrs**

* Brief discussion about the amendment to the LOA previously agreed-upon to defer 4.5% pay increase for 18 months from July 1, 2021, to January 1, 2023.
* COA negotiating team met with City Administrative Office and came to a tentative agreement on June 8 and forwarded the results to COA President Chief Drake. Chief Drake reached to membership to accomplish the vote to add the LOA as an amendment to the MOU.

**LOA Amendments – Hing 0905**

* Acknowledged Negotiating team Drake, Combs, Castillo, Ramirez & Hing. Also acknowledged the COA Board
* Background
* Original contract covered 2019-2022 was 3yr contract at 15.84% compounded 16.78% pensionable raise. January of 2021 we were asked to defer 4.5% with an agreement that we would not incur in hard closures or ‘Brown Outs’. In our current MOU there is an LOA that if the City received any money or additional funding both parties shall meet & consult within a week of the release of the CAO’s Financial Status Report Regarding the City’s budget. Typically, this is the last week of July 2021. City had no obligation to come back to the table but came back and bargained in good faith. Due to COVID all parties agreed to delay the talks until January 2022. COA had preliminary meetings. UFLAC started negotiations with city council, EERC, Mayor, Chair of Budget and Finance, Mayor Pro-tem, President of City Council, chair of animal welfare, to jumpstart these negotiations. June 2022 reached a tentative agreement (T/A), and this is being presented to the COA membership.

**Total MOU WITH T/A – 5 Years**

**18.84% (20.28% compounded Base Pay Increase)**

* 2.09% increase – retro to July 2019
* 4.5% increase – January 2020
* 4.75% increase – July 2020
* 4.5% increase – January 2023 (\*\*\*deferred 18 months\*\*\*)
* 3% increase - January 2024
* 5% Medical Subsidy Increase in 2022/2023

**Tentative Agreement**

Cash Restoration equal to 4.5% of base salary rate for 18 months (or 6.75% of annual salary)

2 equal payments (July & November)

**AND**

3% Base wage increase in January 2024 (COLA raise)

**AND**

5% Medical subsidy increase in 2022 & 2023

**2021 Amended MOU 2019-2024**

15.84% BASE PAY INCREASE

(16.78% compounded)

* 2.09% increase – retro to July 7, 2019
* 4.5% increase – January 12, 2020
* 4.75% increase – July 5, 2020
* 4.5% increase - \*\*\*December 30, 2022\*\*\*
* Note – Members on active duty before 5/26 are eligible to receive this pay. If members are going to retire need to stay vigilant with CAO, PSS and payroll to ensure that you are correctly paid.
* If we don’t get the 5% Medical subsidy approved the City can increase the Wellness Bonus: from .5 to 1%, from 1% to 2% and from 2% to 3%.
* Just signed paperwork to give us 14 Holidays per year. Meeting on Tuesday or Wednesday.

**Calculation for Cash Payout:**

* Platoon Duty
* Hourly Rate x 112 x 26.1= Annual Rate
* Annual Rate x .0675 = Cash Amount
* Special Duty
  + Hourly Rate x 80 x 26.1 = Annual Rate
  + Annual Rate x .0675 = Cash Amount
* Thanked negotiation team and executive board members for assistance with getting the best possible contract amendment from the City.
* City’s position is that we will be in a recession in the near future & best contract possible considering. Could not come to an agreement with the City that would pay 4.5% on Base Pay & Overtime.

**Opened for questions:**

* Zipperman- 2 checks at current pay? Chief Hing stated current salary.
* AC Moore- Is there a reason why we are voting to ratify the contract, if we do not know if the City is going to take action to increase the health subsidy benefit?
* Chief Drake answered – what he has read in the TA is the city will agree to that and asked Chief Combs to speak to that.
* Chief Hing – Reiterated the potential Wellness Bonus change mentioned earlier.
* Chief Combs – The City has given no indication that they will not agree to the Health Subsidy increase. Reminded that the City had an obligation to open up discussion, but not to give us anything. This is a byproduct of negotiations with other labor organizations. (Add in by UFLAC)
* Dameron – When do we vote on this? By the time we vote we should know whether or not the Medical Subsidy will be approved, correct? Chief Combs answered yes.
* Takeshita – Confirming cash calculations are for 18 month period? Chief Drake explained and confirmed yes.
* Fields - Is our ratification dependent on UFLAC moving forward? Chief Drake & Combs answered no

**Chief Combs**

Unconventional process, CAO wanted a speedy process. 4 days of discussions. Last three hold outs for negotiations was PPL, UFLAC, and COA so the clock was ticking against us.

**President Chief Drake**

Not ideal, but this was CAO’s last and final offer.

Reminded that the vote was 92% in favor of deferring 4.5%

Closing Comments

Thanked Rick Combs and Paul Gerard in the CAO’s office.

Thanked Chief Hing for is explanation of the specifics of this TA.

Going to meet with COA membership tomorrow in same format.

Allowing 1 week to decide.

Leticia will send out a google form – this is not a deviation from our bylaws

**Meeting adjourned at 0935 hrs**

Thanked membership for time and consideration on this matter