

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Special Meeting of November 15, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Ana Cortez, Human Resources Director *AC*

SUBJECT: Tentative Agreement between the City of Antioch and Antioch Police Sworn Management Association (APSMA) for the Period of March 1, 2022 – August 31, 2025

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution:

- 1) Approving the Tentative Agreement between the City of Antioch and the Antioch Police Sworn Management Association (APSMA); and
- 2) Authorizing the City Manager or designee to make any necessary adjustments to the Fiscal Year 2021/23 budget to implement the provisions of the Tentative Agreement.

FISCAL IMPACT

The estimated fiscal impact of the APSMA Tentative Agreement for FY2021/23 is \$88,585.

DISCUSSION

The current term of the Memorandum of Understanding (MOU) between the City and APSMA covered the period of March 1, 2017 – February 28, 2022. Representatives of the City and APSMA have been meeting and conferring in good faith for several months to negotiate an agreement and finalize the MOU. If the City Council adopts the Tentative Agreement, the parties will continue to prepare an MOU to memorialize and replace the Tentative Agreement. The existing MOU will continue as modified by the terms of the Tentative Agreement until the update of the MOU is completed. When completed, the MOU will be submitted to City Council for approval and adoption.

Highlighted terms of the first year of the Tentative Agreement are:

- 42-month contract ending August 31, 2025.

- Retroactive the first full pay period after September 1, 2021, salaries for all classifications represented by the APSMA Bargaining Unit shall be increased by 1.5%.
- Effective the first full pay period after September 1, 2022, salaries for all classifications represented by the APSMA Bargaining Unit shall be increased by 2%.
- The addition of Juneteenth as a recognized City Holiday and one additional floating holiday.

Please refer to Exhibit 1 to the Resolution for the detail of the Tentative Agreement.

ATTACHMENTS

A. Resolution

Exhibit 1 to Resolution – Tentative Agreement

RESOLUTION NO. 2022/***

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
APPROVING THE TENTATIVE AGREEMENT BETWEEN THE CITY OF ANTIOCH
AND THE ANTIOCH POLICE SWORN MANAGEMENT ASSOCIATION FOR THE
PERIOD OF MARCH 1, 2022 – AUGUST 31, 2025**

WHEREAS, the City and the Antioch Police Sworn Management Association had a Memorandum of Understanding covering the period of March 1, 2017 – February 28, 2022;

WHEREAS, in accordance with Government Code Section 3505, the City's Negotiating Team met and conferred in good faith with representatives of the Antioch Police Sworn Management Association to negotiate a successor agreement; and

WHEREAS, representatives of the City and the Antioch Police Sworn Management Association reached a Tentative Agreement for a successor Memorandum of Understanding for the period of March 1, 2022 through August 31, 2025.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Antioch as follows:

Section 1. The Tentative Agreement between the City of Antioch and the Antioch Police Sworn Management Association for the period of March 1, 2022 until August 31, 2025, as provided in the attached Exhibit 1 and herein incorporated by reference, is approved; and

Section 2. The City Manager or designee is authorized to amend the FY 2021/23 budgets to implement the provisions of the Tentative Agreement.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a special meeting thereof, held on the 15th day of November, 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

**City of Antioch and APSMA
MOU Negotiations 2021-22**

**Comprehensive Tentative Agreement
September 22, 2022**

The City of Antioch ("City") and the Antioch Police Sworn Management Association ("APSMA") have met and conferred in good faith and have reached agreement on the following terms to be incorporated into the successor MOU. All proposals not specifically identified below are deemed withdrawn. It is understood and agreed that this comprehensive tentative agreement represents the complete agreement of the parties for the successor MOU and the conclusion of bargaining (subject to final approval by the City Council), and that all terms of the prior MOU not specifically referenced below shall remain unchanged and remain in full force and effect for the successor MOU.

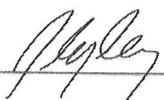
1. Cost of Living Adjustments:

- Retroactive to the first full pay period after September 1, 2021, an across the board increase of 1.50% shall be implemented for all classifications in the bargaining unit.
- Effective the first full pay period after September 1, 2022, an across the board increase of 2.00% shall be implemented for all classifications in the bargaining unit.
- Effective the first full pay period after September 1, 2023, an across the board increase of 4.00% shall be implemented for all classifications in the bargaining unit.
- Effective the first full pay period after September 1, 2024, an across the board increase of 3.00% shall be implemented for all classifications in the bargaining unit.


2. Term of Agreement: 42-month agreement to align expiration with APOA (3/1/2022 through 8/31/2025)

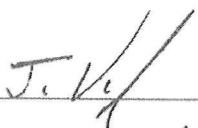
3. Holidays: Add Juneteenth (June 19th) to the list of City observed holidays in Section 5.A.


For the City: _____

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For the APSMA: _____

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Date: 10/4/2022

Date: 10/4/22