

**CITY OF ROCKLIN COUNTER PROPOSAL TO
THE ROCKLIN POLICE OFFICERS ASSOCIATION**

DECEMBER 16, 2020

The following comprehensive proposal is made as a package proposal. Rejection of any proposal contained herein shall constitute a rejection of the entire proposal.

POA UNIT

POA Proposal	City Counter Proposal
Salary	The City proposes two lump sum payments to all POA unit employees who are on the payroll as follows: a. \$1,200.00 effective the pay period immediately following union ratification and final Council adoption of this agreement. b. \$1,200.00 for employees on the payroll as of July 2, 2021.
Health & Insurances 25.4.2	The City commits to implement a cafeteria plan to be effective January 1, 2022, and agrees to meet and confer with the POA on or about July 1, 2021 to agree to the terms of the cafeteria plan. Effective December 1, 2021, Article 25.4.2 shall be amended to reflect that the City shall contribute one-thousand three-hundred fifty dollars (\$1,350.00) as an on-going monthly contribution by the City to the cafeteria plan, with \$1,200.00 allocated to medical premiums.
Special Duty Pay 19.4	City language proposal dated 12/9/20 as attached.
Special Duty Pay 19.9	City language proposal dated 12/9/20 as attached.
Language Clean UP	POA language proposal dated 12/9/20 as attached.
Term	Amend and extend the current MOU to expire on June 30, 2022

PSM UNIT

PSM Proposal	City Counter Proposal
Salary	Same as salary proposal to POA
Health & Insurances	Same as Health & Insurances proposal to POA



For the City

12-17-20

Date



For the POA/PSM

12-17-2020

Date

**2020 NEGOTIATIONS
BETWEEN THE
CITY OF ROCKLIN
AND
ROCKLIN POLICE OFFICERS ASSOCIATION**

RPOA Proposal

Date Presented: 11-19-2020

Bargaining Unit: Police

LANGUAGE CLEAN UP PROPOSAL

The RPOA represents the classification of Police Records Supervisor and employees in the classification receive the pay and benefits set forth in the RPOA MOU. However, the Police Records Supervisor classification is not specifically identified in several provisions of the MOU where other RPOA-represented classifications are identified and the Police Records Supervisor classification should be included. Therefore, the RPOA proposes adding references to the Police Records Supervisor classification in the following Articles:

ARTICLE 4. RECOGNITION

The City recognizes the RPOA as the sole and exclusive representative for the Police Representation Unit which consists of full-time permanent and probationary employees in the classes of Police Sergeant, Police Officer, Police Technical Assets Coordinator, Community Service Officer, Evidence/Property Technician, Public Safety Dispatch Supervisor, Senior Public Safety Dispatcher, Animal Control Officer, Public Safety Dispatcher I/II, Police Records Supervisor, Senior Records Clerk, Police Records Clerk, and such non-supervisory classes as may be added to the unit during the term of this MOU.

ARTICLE 31. UNIFORM ALLOWANCE

All sworn personnel, personnel in the classifications of Community Service Officer, Police Technical Assets Coordinator, and Animal Control Officer shall receive a uniform allowance of \$36.54 paid in each biweekly pay period.

Non-sworn personnel, except in those classifications included above, shall receive a uniform allowance of \$30.00 paid in each biweekly pay period.

Significant mandated modifications to the uniform requirements will be subject to meet and confer. For purposes of this Article, "significant modifications" shall be defined as having an aggregate cost of ten percent (10%) or more of the annual uniform allowance; "mandated" modifications shall be defined as City-mandated modifications which have not been generated by the Uniform Review Committee.

When a new employee who is required to wear a uniform enters the service during the term of this MOU, said employee shall receive, upon entry into the service, their first set of uniforms. The Department will determine what the uniform needs are and provide the first set at no cost to the employee.

Individuals in the classifications of Public Safety Dispatcher I/II, Police Technical Assets Coordinator, Community Service Officer, Police Records Supervisor, Senior Records Clerk, Public Safety Dispatch Supervisor, Senior Public Safety Dispatcher, Evidence/Property Technician, Police Records Clerk, and Animal Control Officer, shall be required to wear the prescribed uniform while on duty, except when exempted from this requirement by the Police Chief.

ARTICLE 34. SCHEDULING PROCEDURES – EXTENDED PTO (VACATION)

34.2.1. Classifications eligible for extended PTO are as follows:

- Police Sergeant and Police Corporal assigned to patrol
- Police Officer
- Detective/Detective Sergeant
- Public Safety Dispatch Supervisor/Senior Public Safety Dispatcher/Public Safety Dispatcher I/II
- Community Service Officer
- Animal Control Officer
- Police Records Supervisor/Senior Records Clerk/Police Records Clerk
- Crime Analyst

**CITY LANGUAGE COUNTER PROPOSALS TO POA PROPOSALS
ON SECTIONS 19.8 (COUNTERED AS 19.4) AND ON 19.9**

- 19.4 When an employee is assigned and is actively engaged as a member of a SWAT team, ~~or~~ as a Negotiator on the CINT Team, or has been called out as a member of the Major Accident Investigation Team (MAIT) on a Major Accident Investigation, he/she shall receive a pay differential of 5% of base rate of pay for all such hours worked. Employees assigned to SWAT and CINT shall also receive the 5% incentive when involved in SWAT and CINT training.
- 19.9 Full-time employees with a specialized POST certification training in a POST approved subject experience may, from time-to-time, be assigned by the Police Chief to train or instruct other employees on particular POST approved subjects, matters, including, but not limited to firearms and defensive tactics. In such cases, such employees shall receive a five percent (5%) increase above their base pay for those hours actually engaged in training or instructing other employees.