



Staff Report

City Council

Item No. {{section.number}}.C

Meeting Date: March 12, 2025

From: Eugenia Torres, Human Resources Manager

Title: Ratify Memorandum of Understanding Between the City and the Cathedral City Police Officer's Association (CCPOA)

RECOMMENDATION:

To ratify the Memorandum of Understanding (MOU) between the City of Cathedral City ("City") and the Cathedral City Police Officer's Association ("CCPOA") for the period of January 1, 2025 through December 31, 2027.

BACKGROUND:

The City of Cathedral City and the Cathedral City Police Officer's Association (CCPOA) have engaged in negotiations regarding the Memorandum of Understanding (MOU) for the period of January 1, 2025, through December 31, 2027.

These negotiations focused on clean-up language, proposed benefits, and clarifying language throughout the document. This report summarizes the key changes.

DISCUSSION:

The proposed updates to the Cathedral City Police Officer's Association (CCPOA) address several areas as outlined below:

1. Term: The new agreement will cover a three-year period from January 1, 2025, through December 31, 2027 (3-year term)
 2. Salary Increase: The proposed updates include an adjustment to the salary structure to ensure competitiveness and retention as follows:
 - A. 3% effective the first full pay period following ratification by City Council (retroactive to the meeting of February 26, 2025)
 - B. 3% effective the first full pay period following January 1, 2026
 - C. 3.5% effective the first pay period following January 1, 2027
 3. Compensatory Time off: The accumulation limit for compensation time off will increase from 160 to 180 hours.
 4. POA Board Member Release Time: In year 3 (2027), release time for POA Board Members will revert back to 100 hours.
 5. Assignment Differential: The pay differential for specific assignments will increase from \$225 to \$250 per pay period.
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6. Longevity: A new Tier 2 longevity incentive will be introduced, offering one-time supplemental lump sum payments based on years of service:
 - 15-years of service 5% of annual regular rate of pay
 - 20 years of service 2.5% of annual regular rate of pay
 - 25 years of service 2.5% of annual regular rate of pay
7. Vacation Accumulation: The cap for vacation accumulation will be set at two years of vacation accrual.
8. Employee Health Benefits:
 - Year 2 (2026) Increase Family \$100
 - Year 3 (2027) Increase health benefits for:
 - Employee only \$50
 - Employee+1 \$100
 - Family \$100
9. Uniform Allowance: The uniform allowance will increase from \$140 to \$170 per month
10. Deferred Compensation: Beginning January 1, 2026, the City's contribution to deferred compensation will increase from \$46.16 to \$65.00 per pay period
11. Short-Term Disability: The City will implement a self-funded short-term disability program.
12. Re-Opener Clause: The parties agree to a re-opener if CalPERS indicates any MOU provisions require revision following their compliance verification process.
13. Added Definitions: Clarification and inclusion of new definitions in the MOU to ensure mutual understanding of terms and conditions.

FISCAL IMPACT:

CALENDAR YEAR	DESCRIPTION	GENERAL LEDGER ACCOUNT CODES	PROJECT CODE	PERCENT AMOUNT	ONE TIME or ONGOING
2025	POA Salary and Benefit Increases	100-300-310-3XX-8XXX-8XXX	N/A	3.64%	Ongoing
2026	POA Salary and Benefit Increases	100-300-310-3XX-8XXX-8XXX	N/A	4.58%	Ongoing
2027	POA Salary and Benefit Increases	100-300-310-3XX-8XXX-8XXX	N/A	5.20%	Ongoing

FIVE-YEAR STRATEGIC PLAN:

Goal A – SERVE THE COMMUNITY WITH PRIDE AND DEDICATION

Objective: Through diversity, equity, and inclusion driven employee programs and experiences, Cathedral City is the employer of choice with a workforce that is engaged, motivated, and respected public stewards.

ATTACHMENTS:

1. Memorandum of Understanding Cathedral City Police Officer's Association (CCPOA) January 1, 2025 – December 31, 2027