

**CITY OF SANTA CLARA – POLICE OFFICERS ASSOCIATION (UNIT 2)
2021 NEGOTIATIONS/MEDIATION
SUPPOSAL FOR JOINT RECOMMENDATION**

TERM

- 4 years (December 19, 2021 – December 31, 2025)

WAGES

- 2022: Effective December 19, 2021, all salary ranges in classifications assigned to the Association shall remain status quo.
- 2023: Effective the first pay period of calendar year 2023, all salary ranges in classifications assigned to the Association shall remain status quo.
- 2024: 5.0% general wage increase effective calendar year 2024. Effective the first pay period of calendar year 2024, all salary ranges for employees holding positions in classifications assigned to the Association shall be increased by approximately 5.0%.
- 2025: 4.0% general wage increase effective calendar year 2025. Effective the first pay period of calendar year 2025, all salary ranges for employees holding positions in classifications assigned to the Association shall be increased by approximately 4.0%.
- Modify Survey to (a) include CIT as Education Premium; and (b) Change to PEPRA Retirement when PEPRA is 60% of Unit
- Salary Adjustment Form and Total Compensation Survey shall remain suspended during term of MOU

LUMP SUM

- \$5,000 Upon Council Adoption

POST CERTIFICATES

- As proposed by City (11/30/21) (3.75%/3.75%) (FIRST FULL PAY PERIOD IN January 2022)

HOLIDAY IN LIEU

- Effective first full pay period following City Council Adoption, increase/replace existing language to provide for Holiday in Lieu payment of 7.5% of Base Pay.

HEALTHCARE

- As proposed in City Package Proposal B (11/30/21); effective January 1, 2023.

LIGHT BODY ARMOR

Tentative Agreement

DOUBLE TIME PAY

- Double time (Cash only, no CTO) of base pay for employees who work overtime assignments at NFL games at Levi Stadium. Reopener post the ongoing litigation/arbitration; placeholder only – actual language to follow.

