



## Background

- March 20, 2018 -- Council approved the Police Chief's written request for retroactive **wage** increases
  - Chief's request did not specify a request adjustment for benefits
  - Pay increases conformed to the 2016-18 Unit 9A MOU
- March 29, 2018 – Police Chief has requested benefits equivalent to Unit 9A MOU enhanced benefits for Council consideration, such as:
  - Increase in City-paid health coverage
    - \$100/mo 2017; \$133.49/mo 2018
  - City-paid employee-only dental and vision coverage
  - 40 additional hours of Management Leave



## Benefits Provided in Error (2017/18)

- Police Chief position has been tied to Unit 9A in the HR/Payroll System, which has caused this problem
- When Unit 9A employees received enhanced benefits in April 2017, these were paid to the Police Chief without proper authority
- Staff failed to stop those benefits through July 2017 resulting in the provision of enhanced benefits each pay period
- Staff did stop those benefits from August – October 2017
- For certain pay periods, staff did not manually override the system setup:
  - November, December 2017
  - January – March 2018
- 40 hours of Management Leave awarded for 2017



## Various Health Benefits Awarded to the Police Chief

2017												
	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Health	848.94	848.94	848.94	948.94	948.94	948.94	948.94	848.94	848.94	848.94	848.94	848.94
Dental												
Vision				21.57	21.57	21.57	21.57				21.57	21.57

2018						Total Overpayment of Benefits
	Jan	Feb	Mar	Apr	May	
Health	982.43	982.43	982.43	848.94	848.94	\$ 800.47
Dental	Delta Premium Holiday	22.22	22.22			0 \$ 173.86
Vision	9.02	9.02	9.02			0 \$ 81.18
						\$ 1,055.51

NOTE: Unit 9A started to receive the enhanced benefits in April 2017



## Possible Council Actions



### Alternatives:

**#1: Approve enhanced benefits for the Police Chief equivalent to the Unit 9A 2016-18 MOU effective May 8, 2018**

- Fiscal impact\*: \$1,153.11 for medical/dental/vision

**#2: Approve retroactive enhanced benefits for the Police Chief equivalent to the Unit 9A 2016-18 MOU for the period December 18, 2016 through May 7, 2018**

- Fiscal impact\*: \$921.23 for medical/dental/vision

**#3: Approve retroactive enhanced benefits for the Police Chief equivalent to the Unit 9A 2016-18 MOU for the period December 18, 2016 through May 7, 2018, and moving forward from May 8, 2018, for the duration of the 2016-18 MOU**

- Fiscal impact\*: \$3,129.85 for medical/dental/vision

**#4: Other Action as proposed by the Council**

\*All fiscal impacts assumed in FY 17-18, 18-19 budgets



