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Date: October 10, 2022

To: Board of Directors

From: Anthony Constantouros, Interim General Manager

Subject: Approve KPOA MOU Effective July 1, 2022

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### **Recommendations**

Approve a three-year Memorandum of Understanding (MOU) with the Kensington Police Officers Association (KPOA) effective July 1, 2022 and authorize the General Manager to sign.

### **Background**

The Kensington police officers have been working without a contract since the most recent Memorandum of Understanding expired June 30, 2021. Negotiations between the KPOA and the former Interim General Manager commenced in March 2022. The contract was originally presented to the Board of Directors at the July 14, 2022, meeting. However, a number of provisions required clarification and further updating.

### **Discussion and Analysis**

The proposed MOU has a three-year term commencing July 1, 2022, through June 30, 2025. It promotes a well-educated department and, consistent with other competing departments, provides for additional compensation when officers accept additional responsibilities.

Noting that the officers last received a pay adjustment in 2020, the agreement provides for a 7 ½% pay increase effective July 1, 2022, with a 5% increase in each of the next two years. The agreement also calls for the District to implement an employee assistance program, a standard benefit in most departments.

### **Financial Impact**

Compensation cost increase of approximately \$115,000 during fiscal year 2022-23 which has been included in the approved 2022/23 budget.