



CITY COUNCIL AGENDA ITEM NO. E.13
10/24/2023

SUBJECT: Side Letter between the City of Brentwood and the Brentwood Police Officers' Association.

DEPARTMENT: Human Resources

STAFF: Sukari Beshears, Director of Human Resources/Risk Manager

TITLE/RECOMMENDATION

Adopt a Resolution Approving and Authorizing the City Manager to execute a Side Letter between the City of Brentwood and the Brentwood Police Officers' Association to ensure compliance with CalPERS rules and best practices; and Authorizing the Implementation of the Side Letter's Terms and Conditions.

FISCAL IMPACT

There are no fiscal impacts from the proposed action.

BACKGROUND

The City's interest is to be fair and equitable to employees and to maintain competitive salaries and benefits. The City will also continue to chart a fiscally sustainable path into the future for its employees, and the citizens it serves, by maintaining reserves and avoiding increases to unfunded obligations.

The City Council approved a successor contract between the City of Brentwood and the Brentwood Police Officers' Association (BPOA) for the period of July 1, 2021 through June 30, 2024. Any changes to the contract must be entered into pursuant to the Meyers-Milias-Brown Act (California Government Code Sections 3500-3510).

City representatives met with BPOA bargaining group representatives and the parties reached an agreement to clarify special compensation language in Section 15, Other Pay and Section 16, Educational Supplement (Pay) of the BPOA Memorandum of Understanding (MOU). The intent is to improve MOU language that is consistent with CalPERS rules and best practices. Staff recommends that Council approve the attached side letter to modify the current MOU to ensure compliance with CalPERS rules and best practices. Representatives of the City and BPOA jointly prepared the attached side letter.



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This staff report and the side letter have been reviewed and approved by both the City Attorney and outside legal counsel that specializes in employment law.

CITY COUNCIL STRATEGIC INITIATIVE

Not Applicable.

PREVIOUS ACTION

Previous Action by the City Council is included on Attachment 1.

ATTACHMENT(S)

1. Previous Action
2. Resolution
3. Exhibit A – BPOA Side Letter
4. BPOA Side Letter (red-line)