

City of Piedmont
COUNCIL AGENDA REPORT

DATE: July 7, 2025

TO: Mayor and Council

FROM: Rosanna Bayon Moore, City Administrator

SUBJECT: Consideration of Four-Year Memoranda of Understanding between the City of Piedmont and the Piedmont Police Officers Association

RECOMMENDATION

Approve Memoranda of Understanding (MOU) between the City of Piedmont and the Piedmont Police Officers Association (“PPOA”) representing the City’s Police Officers and Police Sergeants, effective July 1, 2025 through June 30, 2029, and provide the City the authority to make technical corrections.

BACKGROUND

The City and the PPOA’s most recent MOU expired on June 30, 2025. Over the past four months, the City and the PPOA have met and conferred in good faith to reach agreement on a successor MOU. On June 26, 2025, the City and the PPOA reached a tentative agreement on terms and conditions for a new four-year MOU ending June 30, 2029. On June 30, 2025, the City was notified that the PPOA ratified the tentative agreement. A summary of the new terms are outline below:

- Four-year term from July 1, 2025 to June 30, 2029;
- Salary increases:
 - .75% equity adjustment effective July 1, 2025 for Police Officers only;
 - 3.25% increase effective July 1, 2025;
 - 3% increase effective July 1, 2026, July 1, 2027 and July 1, 2028.
- Recruitment and Retention:

To support recruitment and retention efforts, the former "Length of Service Award" has been replaced by a new "Recruitment and Retention" incentive. This incentive provides a percentage of base salary based on years of service, as follows:

 - 7 years of service: 2% of base salary
 - 11 years of service: 3% of base salary
 - 15 years of service: 4% of base salary

Effective July 1, 2027, the 15-year service incentive will increase to 5% of base salary. Employees may apply up to seven (7) years of prior service as a sworn law enforcement officer from another law enforcement agency toward this incentive.

- Sellback of Vacation:
 - Delete the requirement that the sellback can only take place if the funds are available in the department's budget.
- Healthcare:
 - Modest increases to the City's healthcare benefits for current and retired employees.
- Bereavement Leave:
 - Update to comply with California law effective January 1, 2025.
- Provisions:

The City and PPOA agree to engage in joint discussions in 2028, prior to the expiration of the current contract, regarding two items:

 1. Retiree medical premium cost funding for employees hired on or after January 1, 2018.
 2. The methodology for conducting the total compensation market survey.
- The MOU also includes various language clean-up revisions to ensure alignment with City policy and CalPERS requirements.
- Retroactivity of applicable terms to July 1, 2025.

ATTACHMENTS

- Total Tentative Agreement between the City of Piedmont and the Piedmont Police Officers Association
- Wage Table for July 1, 2025 – June 30, 2029.

By: Charley Howard, Negotiator
 Stacy A. Jennings, Human Resources Administrator

**Total Tentative Agreement
between
the City of Piedmont
and
the Piedmont Police Officers Association
6-26-25**

1. Term – July 1, 2025 through June 30, 2029

2. Salary

7/1/25 **3.25%**

7/1/26 3.0%

7/1/27 3.0%

7/1/28 3.0%

7/1/25 – Police Officer **0.75%** equity adjustment

3. Replace 7.8 Length of Service Award as follows:

7.8 Recruitment and Retention

Based on consecutive years of service as a Piedmont Police Officer and/or Police Sergeant, employees receive the following incentives. Employees may include up to seven (7) years of service credit as a sworn law enforcement officer from another law enforcement agency.

7 years 2.0%

11 years 3.0%

15 years 4.0% **(increase to 5.0% July 1, 2027)**

4. 10.7 Sellback of Vacation

An employee may elect to convert for payment in cash a maximum of one (1) year's unused vacation days per the City's fiscal year (from July 1 to June 30). This right to sellback shall only be in effect provided that one week of vacation accrual remains on the books after the vacation sellback takes place. The payment shall be computed at the employee's current salary rate.

5. 13.2 Hospitalization and Medical Care - City picks up **75%** of the employee cost share for 2025 (rates below), and will adjust contributions by 50% of subsequent Kaiser premium increases beginning in 2026.

Proposal: City picks up an additional 75% of employee cost share:			
Monthly:	Employee	EE+1	EE+Family
Kaiser 2025 Rates:	\$1,112.90	\$2,225.80	\$2,893.54
City Pays:	\$1,075.49	\$2,150.99	\$2,796.28
Employee Pays:	\$37.41	\$74.82	\$97.26
% of Premium:	3.36%	3.36%	3.36%

6. 12.1 Bereavement Leave

As presented by City April 17, 2025

Include MOU provision to engage in joint discussions in 2028 regarding:

- Retiree medical premium cost funding options for post 1/1/18 hires
- Market survey methodology

Typical “clean-up” as needed (e.g., stale dates, CalPERS mandated edits to ensure “PERS-ability, etc)

Signed by:

Charley Howard

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Charley Howard
Chief Negotiator for the City of Piedmont

6/26/2025

Date

DocuSigned by:

Joseph Lucia

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Joseph Lucia
Chief Negotiator for the Police Officers
Association

6/27/2025

Date

Effective 7/1/2025				
.75% Equity for Police Officers + 3.25% COLA for Officers & Sergeants				
		Step 1 (0-13mo)	Step 2 (13-24 mo)	Step 3 (25mo+)
Police Officer		\$9,700.27	\$10,655.22	\$11,705.86
Shift Differential (SD)	4%	\$10,088.28	\$11,081.43	\$12,174.10
Detective, K9, Traffic	5%	\$10,185.29	\$11,187.98	\$12,291.16
POST Intermediate or AA	5%	\$10,185.29	\$11,187.98	\$12,291.16
POST Advanced or BA	7%	\$10,379.29	\$11,401.08	\$12,525.27
POST Intermediate + SD	5% + 4%	\$10,592.70	\$11,635.50	\$12,782.80
POST Advanced + SD	7% + 4%	\$10,794.46	\$11,857.13	\$13,026.28
Detective, K9, Traffic + POST Intermediate	5% + 5%	\$10,670.30	\$11,720.74	\$12,876.45
Detective, K9, Traffic + POST Advanced	5% + 7%	\$10,864.31	\$11,933.84	\$13,110.57
Detective, K9, Traffic + POST Intermediate + SD	5% + 5% +4%	\$11,097.11	\$12,189.57	\$13,391.51
Detective, K9, Traffic + POST Advanced + SD	5% + 7% +4%	\$11,298.88	\$12,411.20	\$13,634.99
Police Sergeant				\$14,192.75
Shift Differential (SD)	4%			\$14,760.45
POST Intermediate	5%			\$14,902.38
POST Advanced	7%			\$15,186.24
POST Intermediate + SD	5% + 4%			\$15,498.48
POST Advanced + SD	7% + 4%			\$15,793.69
POST Advanced + Supv Cert	7% + 2%			\$15,470.09
POST Advanced + Supv Certificate + SD	7% + 2% + 4%			\$16,088.90
Recruitment and Retention				
Police Officer				
After Seven (7) Years:	2%	\$9,894.28	\$10,868.32	\$11,939.98
After Eleven (11) Years:	3%	\$9,991.28	\$10,974.87	\$12,057.04
After Fifteen (15) Years:	4%	\$10,088.28	\$11,081.43	\$12,174.10
Sergeant				
After Seven (7) Years:	2%			\$14,476.60
After Eleven (11) Years:	3%			\$14,618.53
After Fifteen (15) Years:	4%			\$14,760.45

+ eligible differentials

Effective 7/1/2026, 3% salary increase		Step 1 (0-13mo)	Step 2 (13-24 mo)	Step 3 (25mo+)
Police Officer		\$9,991.28	\$10,974.87	\$12,057.04
Shift Differential (SD)	4%	\$10,390.93	\$11,413.87	\$12,539.32
Detective, K9, Traffic	5%	\$10,490.85	\$11,523.62	\$12,659.89
POST Intermediate or AA	5%	\$10,490.85	\$11,523.62	\$12,659.89
POST Advanced or BA	7%	\$10,690.67	\$11,743.11	\$12,901.03
POST Intermediate + SD	5% + 4%	\$10,910.48	\$11,984.56	\$13,166.29
POST Advanced + SD	7% + 4%	\$11,118.30	\$12,212.84	\$13,417.07
Detective, K9, Traffic + POST Intermediate	5% + 5%	\$10,990.41	\$12,072.36	\$13,262.74
Detective, K9, Traffic + POST Advanced	5% + 7%	\$11,190.23	\$12,291.86	\$13,503.88
Detective, K9, Traffic + POST Intermediate + SD	5% + 5% +4%	\$11,430.03	\$12,555.25	\$13,793.25
Detective, K9, Traffic + POST Advanced + SD	5% + 7% +4%	\$11,637.84	\$12,783.53	\$14,044.04
Police Sergeant				\$14,618.53
Shift Differential (SD)	4%			\$15,203.27
POST Intermediate	5%			\$15,349.45
POST Advanced	7%			\$15,641.82
POST Intermediate + SD	5% + 4%			\$15,963.43
POST Advanced + SD	7% + 4%			\$16,267.50
POST Advanced + Supv Cert	7% + 2%			\$15,934.19
POST Advanced + Supv Certificate + SD	7% + 2% + 4%			\$16,571.56
Recruitment and Retention				
Police Officer				
After Seven (7) Years:	2%	\$10,191.11	\$11,194.37	\$12,298.18
After Eleven (11) Years:	3%	\$10,291.02	\$11,304.12	\$12,418.75
After Fifteen (15) Years:	4%	\$10,390.93	\$11,413.87	\$12,539.32
Sergeant				
After Seven (7) Years:	2%			\$14,910.90
After Eleven (11) Years:	3%			\$15,057.08
After Fifteen (15) Years:	4%			\$15,203.27

+ eligible differentials

Effective 7/1/2027, 3% salary increase		Step 1 (0-13mo)	Step 2 (13-24 mo)	Step 3 (25mo+)
Police Officer		\$10,291.02	\$11,304.12	\$12,418.75
Shift Differential (SD)	4%	\$10,702.66	\$11,756.28	\$12,915.50
Detective, K9, Traffic	5%	\$10,805.57	\$11,869.33	\$13,039.69
POST Intermediate or AA	5%	\$10,805.57	\$11,869.33	\$13,039.69
POST Advanced or BA	7%	\$11,011.39	\$12,095.41	\$13,288.06
POST Intermediate + SD	5% + 4%	\$11,237.79	\$12,344.10	\$13,561.27
POST Advanced + SD	7% + 4%	\$11,451.85	\$12,579.22	\$13,819.58
Detective, K9, Traffic + POST Intermediate	5% + 5%	\$11,320.12	\$12,434.53	\$13,660.62
Detective, K9, Traffic + POST Advanced	5% + 7%	\$11,525.94	\$12,660.61	\$13,909.00
Detective, K9, Traffic + POST Intermediate + SD	5% + 5% +4%	\$11,772.93	\$12,931.91	\$14,207.05
Detective, K9, Traffic + POST Advanced + SD	5% + 7% +4%	\$11,986.98	\$13,167.04	\$14,465.36
Police Sergeant				\$15,057.08
Shift Differential (SD)	4%			\$15,659.37
POST Intermediate	5%			\$15,809.94
POST Advanced	7%			\$16,111.08
POST Intermediate + SD	5% + 4%			\$16,442.33
POST Advanced + SD	7% + 4%			\$16,755.52
POST Advanced + Supv Cert	7% + 2%			\$16,412.22
POST Advanced + Supv Certificate + SD	7% + 2% + 4%			\$17,068.71
Recruitment and Retention				
Police Officer				
After Seven (7) Years:	2%	\$10,496.84	\$11,530.20	\$12,667.12
After Eleven (11) Years:	3%	\$10,599.75	\$11,643.24	\$12,791.31
After Fifteen (15) Years:	5%	\$10,805.57	\$11,869.33	\$13,039.69
Sergeant				
After Seven (7) Years:	2%			\$15,358.22
After Eleven (11) Years:	3%			\$15,508.80
After Fifteen (15) Years:	5%			\$15,809.94

+ eligible differentials

Effective 7/1/2028, 3% salary increase		Step 1 (0-13mo)	Step 2 (13-24 mo)	Step 3 (25mo+)
Police Officer		\$10,599.75	\$11,643.24	\$12,791.31
Shift Differential (SD)	4%	\$11,023.74	\$12,108.97	\$13,302.96
Detective, K9, Traffic	5%	\$11,129.74	\$12,225.41	\$13,430.88
POST Intermediate or AA	5%	\$11,129.74	\$12,225.41	\$13,430.88
POST Advanced or BA	7%	\$11,341.73	\$12,458.27	\$13,686.70
POST Intermediate + SD	5% + 4%	\$11,574.93	\$12,714.42	\$13,968.11
POST Advanced + SD	7% + 4%	\$11,795.40	\$12,956.60	\$14,234.17
Detective, K9, Traffic + POST Intermediate	5% + 5%	\$11,659.73	\$12,807.57	\$14,070.44
Detective, K9, Traffic + POST Advanced	5% + 7%	\$11,871.72	\$13,040.43	\$14,326.27
Detective, K9, Traffic + POST Intermediate + SD	5% + 5% +4%	\$12,126.11	\$13,319.87	\$14,633.26
Detective, K9, Traffic + POST Advanced + SD	5% + 7% +4%	\$12,346.59	\$13,562.05	\$14,899.32
Police Sergeant				\$15,508.80
Shift Differential (SD)	4%			\$16,129.15
POST Intermediate	5%			\$16,284.24
POST Advanced	7%			\$16,594.41
POST Intermediate + SD	5% + 4%			\$16,935.60
POST Advanced + SD	7% + 4%			\$17,258.19
POST Advanced + Supv Cert	7% + 2%			\$16,904.59
POST Advanced + Supv Certificate + SD	7% + 2% + 4%			\$17,580.77
Recruitment and Retention				
Police Officer				
After Seven (7) Years:	2%	\$10,811.75	\$11,876.11	\$13,047.14
After Eleven (11) Years:	3%	\$10,917.74	\$11,992.54	\$13,175.05
After Fifteen (15) Years:	5%	\$11,129.74	\$12,225.41	\$13,430.88
Sergeant				
After Seven (7) Years:	2%			\$15,818.97
After Eleven (11) Years:	3%			\$15,974.06
After Fifteen (15) Years:	5%			\$16,284.24

+ eligible differentials