

Proposed Letter of Agreement

City of Palo Alto and Palo Alto Police Management Association

July 1, 2020 – June 30, 2022



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Proposed Letter of Agreement: July 1, 2020 – June 30, 2022

Section I. Introduction and MOA Term Extension

In early 2020, the City of Palo Alto (City) and the Nation were impacted by the COVID-19 health pandemic. Both the City and the Palo Alto Police Management Association (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms and conditions other than those set forth below shall be maintained for the duration of the MOA.

Section II. Duration

The Parties agree to amend Article XI Section 50 (“Duration”) of the current MOA to extend the term for one (1) additional year, for an expiration of June 30, 2022.

Section III. Salary

The Parties agree to amend Article II Section 3 (“Salary”) and Appendix A-1 of the current MOA to defer the previously negotiated wage increase of four percent (4%) which would have taken effect the first full pay period following July 1, 2020 to the first full pay period following July 1, 2021.


Section III. Retirement Incentive

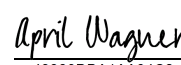
The Association has approved the City’s July 2020 Sworn retirement incentive program. Below is an overview of the program for reference:


- Sworn personnel who retire from the City on or before July 31, 2020 will be eligible for a onetime \$30,000 payment
- Sworn personnel must make their irrevocable retirement decision within the announced two (2) week window.
- The number of eligible personnel will be capped at nine (9) sworn personnel within the City of Palo Alto Police Department.


For the Association:

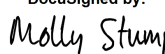
For the City:

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 James Reifschneider, Lieutenant Date


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 April Wagner, Captain Date


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 Ed Shikada, City Manager Date


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 Rumi Portillo, HR Director Date

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 Molly Stump, City Attorney Date

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Robert Jonsen, Police Chief Date

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Nicholas Raisch, ER Manager Date

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 6/20/2020
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Tori Anthony, SR HR Admin Date