



**Police Officers' Association**  
*Summary of Significant Terms*

The Beverly Hills Police Officers' Association represents all Police Sergeants, Police Officers and Pre-Service Police Officers (recruits attending the police academy to train to be a sworn Police Officer) of the City of Beverly Hills. The last Memorandum of Understanding (MOU) expired October 6, 2016. Representatives of the Association and the City, having met and conferred in good faith from June 2016 through January 2017, have agreed to the terms found in the MOU included on the Human Resources page of the City's website. These proposed changes will be before the City Council for approval at the formal meeting of February 7, 2017.

Included on the website are two versions of the MOU, one in a tracked changes format to reflect the changes made from the prior MOU, and a 'final' copy with the negotiated changes incorporated into the MOU document.

Following is an overview of the significant terms of the proposed MOU:

1) **Term of Agreement**

- October 7, 2016 – September 30, 2019

2) **Salary**

- Effective October 7, 2016: 2.5%
- Effective in the pay period following adoption of the MOU, all employees shall receive an 8% base salary increase (offset for modifications to employee retirement contribution specified in #4 below)
- Effective in the pay period which includes October 1, 2017, employees shall receive 2.38% base salary increase
- Effective in the pay period which includes October 1, 2018, employees shall receive 2.25% base salary increase

3) **Special Assignments**

- Effective January 1, 2017, certain special assignments will be subject to rotation and others will remain non-rotational (the agreement on special assignment terms and positions are attached as an exhibit to the MOU).

4) **Retirement**

- New members began paying their 11% contribution effective October 7<sup>th</sup>, 2016 per the Public Employees' Pension Reform Act (PEPRA)
- Classic members will pay their full member contribution of 9% in the pay period following City Council Adoption of the MOU
- Effective in the pay period following adoption of the MOU, the 3% Employer Cost-Share paid by all employees will cease

5) Vacation

- Elimination of the soft cap of vacation hours for employees with more than fourteen years of service to a hard cap of 480 hours

6) Discipline

- Incorporation of a previously agreed upon side letter of agreement regarding the disciplinary appeal process; Replacement of binding arbitration with a hearing process that ends with a final decision subject to writ review

7) General

- Reorganization of articles and sections
- Clarifying language to improve the ease of understanding and/or administration of MOU provisions
- Corrections or revisions to language in existing contract terms
- Memorialization of procedures and practices not previously contained in the MOU
- Removal of language no longer applicable or out of date, and addition of new language based upon current laws or regulations