



# City of Woodland

## MEMORANDUM

**DATE:** September 6, 2022

**TO:** Deputy Chief Anthony Cucchi, Woodland Police Mid-Management Unit

**FROM:** Ken Hiatt, City Manager

**SUBJECT:** Memorandum of Understanding (MOU) Side Letter of Agreement

This side letter of agreement serves to memorialize the agreement, post labor negotiations, between the City of Woodland and the Woodland Police Mid-Management Unit.

The following modifications shall be made to the Memorandum of Understanding between the City and Woodland Police Mid-Management Unit (PMMA) covering the period from July 1, 2020 to June 30, 2024.

- Section 2.1 Salary** is modified to remove the contingency based on CalPERS investment returns as follows:
  - Effective January 1, 2023 1.00%
  - Effective July 1, 2023 2.00%
  - Effective January 1, 2024 1.00%

- Section 4.1 Medical Insurance** is hereby modified to increase the annual adjustment as follows:

Effective January 1, 2022, the City will provide a flat health premium contribution of 5% greater than the 2021 contribution. The City's medical contribution will increase by 6% on January 1, 2023 and will increase by 5% annually thereafter. City contributions will be paid according to the following table:

Effective Date	Employee Only	Employee plus One	Family
January 1, 2022	\$877.50	\$1,754.98	\$2,281.49
January 1, 2023	\$930.15	\$1,953.28	\$2,418.36
January 1, 2024	\$976.66	\$2,050.95	\$2,539.28

If the CalPERS PORAC rate increases by more than ten percent (10%) in any given year, the City shall increase the contribution amounts shown herein by fifty percent (50%) of the amount over the ten percent (10%) increase.

- Section 4.2 Medical Insurance Upon Retirement** is modified to reflect increased City RSHP contributions and increased sick leave accruals as follows:

4.2.3.5 Contributions: The City shall contribute \$100 per month to the employee's RHSP account; likewise, the employee shall contribute \$50 per month to their RHSP account. These contributions shall start after an employee has successfully completed their initial probationary period. However, upon successful completion of probation, the City shall contribute a lump sum of \$100 per month for each month served in the employee's initial probation.

4.2.3.7 Conversion of Sick Leave. Once an employee has accrued 500 hours of sick leave, the City shall convert 50% of additional sick leave earned to a cash contribution to an employee's RHSP account. This results in all sick leave earned above 500 hours being changed to five (5) hours per month (versus ten (10) hours) with the value of five (5) hours of salary being contributed to the employee's RHSP account

4. **Section 5.4.1 Sick Leave Accumulation** is modified increase monthly accrual as follows:
- Employees can earn and accumulate sick leave at the rate of ten (10) hours per month. An employee continues to earn sick leave while on any paid leave. There shall be no limit to the amount of sick leave credit an employee may accrue.

Resolution 7729, adopting the MOU between the City and the PMMA is hereby modified as reflected in the sections listed above. All other provisions of the MOU remain unchanged, unless the parties mutually agree to reopen negotiations.

AGREED TO THIS DATE: \_\_\_\_\_

FOR THE CITY OF WOODLAND

FOR the Woodland Police Mid-Management  
Unit

\_\_\_\_\_  
Ken Hiatt  
City Manager

\_\_\_\_\_  
Anthony Cucchi  
Woodland Police Mid-Management Unit