

To: Honorable Mayor and Members of the City Council

From: John A. Russo, City Manager

Re: Supplemental report regarding the Memoranda of Understanding (MOU) between the City of Alameda and the Alameda Police Managers Association (APMA) to correct a clerical error

### Discussion

In May, 2013, the City and the APMA agreed upon amended language to Section 26.7 of the MOU. This language clarified and expanded the Qualifications for Promotion. When staff was drafting the new MOU that is before the Council today, the base version used to make the necessary changes did not include the language modified by the May 13 Amendment. The parties would like to clarify that Section 26.7 should read as follows.

### **26.7 Qualifications for Promotion**

The parties agree that the following are qualifications for promotion. All tenure referenced in this section includes probation and any Acting/Y-Rate time. All current members of the Alameda Police Managers Association (APMA) must be in compliance with these qualifications by December 31, 2014.

Lieutenant

Graduation from an accredited four year college or university with major course work in law enforcement, public administration, business administration or a related field; Advanced POST Certification; and 24 months experience as a Police Sergeant with the Alameda Police Department at time of appointment; or

Advanced POST Certification, 12 years total law enforcement experience including 36 months experience as a Police Sergeant with the Alameda Police Department at time of appointment.

Captain

Graduation from an accredited four year college or university with major course work in law enforcement, public administration, business administration or a related field; Advanced POST Certification; and 18 months experience as a Police Lieutenant with the Alameda Police Department at time of

appointment; or

POST Management Certification and  
Advanced POST Certification; 15 years total  
law enforcement experience including 24  
months with 36 months desirable experience  
as a Police Lieutenant with the Alameda Police  
Department at time of appointment.

A clean copy of the APMA MOU with the corrected language above will be posted on the website and be available at the Council Meeting of April 29, 2015.

#### FINANCIAL IMPACT

There is no fiscal impact. This was a clerical error.

#### MUNICIPAL CODE/POLICY DOCUMENT CROSS REFERENCE

There is no impact to the Alameda Municipal Code from the adoption of this resolution.

#### ENVIRONMENTAL REVIEW

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

#### RECOMMENDATION

Accept the supplemental report and incorporate the changes to the Final APMA MOU.

Respectfully submitted,  
Elizabeth Warmerdam, Assistant City Manager

Stephanie Garrabrant-Sierra, Administrative Services Director

Financial Impact section reviewed,  
Elena Adair, Finance Director