



CITY OF MT. SHASTA

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February 12, 2018

Mt Shasta Police officers' Association
General Teamster Local 137

RE: Council Decision Regarding impasse

The City of Mt. Shasta and the Mt. Shasta Police Officers' Association has been at impasse since June 19, 2017. The union came to the Council in December 2017 to see if negotiations could continue. Review of the facts show the following:

1. The City and Police Bargaining Unit met and conferred in good faith.
2. The negotiations did not result in an agreeable Memorandum of Understanding, (MOU).
3. The Police Bargaining Unit requested mediation.
4. The City agreed and mediation was conducted by the State Mediation and Conciliation Service on June 29, 2017.
5. The mediation did not result in a mutually agreeable MOU.
6. More than 45 days have elapsed since mediation and the Bargaining Unit has not requested mandatory fact finding.
7. The City's Employer/Employee resolution does not have impasse procedures.

Implementation of the last best and final offer will include the following:

1. A general wage increase of 2% will take effect for the next payroll period. An additional 2% wage increase will occur in the next fiscal year.
2. An education incentive to increase from \$1,000 to \$2,000 for completion of an Associate's Degree or Bachelor's Degree after the date of this notice.
3. An increase from 2 ½% to 3% for all training categories as listed in the MOU.

Therefore the implementation of the last best and final offer will not result in a MOU and will not deprive the Police Bargaining Unit of the right each year to confer on matters within the scope of representation prior to the adoption of the annual budget.

A matrix of benefits and wages for several Police Departments are included in this correspondence.

Best regards,

Muriel Howarth Terrell
Finance Director