



CITY COUNCIL STAFF REPORT



March 1, 2022

ITEM TITLE

Agreement Extension: Approve an Amendment to Extend the Alternative Dispute Resolution Agreement Between the City and the Chula Vista Police Officer's Association

Report Number: 22-0084

Location: No specific geographic location

Department: Human Resources

Environmental Notice: The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Recommended Action

Adopt a resolution approving an amendment to extend the Alternative Dispute Resolution Agreement between the City and the Chula Vista Police Officer's Association for another year.

SUMMARY

On December 1, 2020, the City Council adopted a Memorandum of Understanding with the Chula Vista Police Officer's Association (CVPOA) and approved the Alternative Dispute Resolution (ADR) Agreement, establishing an ADR pilot program for one year. Staff is requesting approval of an extension of the program for an additional year.

ENVIRONMENTAL REVIEW

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

Not applicable.

DISCUSSION

In February 2019, the Chula Vista Police Officer's Association (CVPOA) approached the City requesting the City implement a Workers' Compensation Alternative Dispute Resolution (ADR) for claims made by the City's sworn police personnel. On March 17, 2020, Council approved and authorized the addition of 0.50 full-time equivalent (FTE) in the Human Resources Department to develop, implement, and administer the ADR pilot program. On December 1, 2020, the City Council adopted a Memorandum of Understanding with the CVPOA and approved the ADR Agreement, establishing an ADR pilot program for one year. Staff is requesting approval of an extension of the program for an additional year.

DECISION-MAKER CONFLICT

Staff has reviewed the decision contemplated by this action and has determined that it is not site-specific and consequently, the real property holdings of the City Council members do not create a disqualifying real property-related financial conflict of interest under the Political Reform Act (Cal. Gov't Code § 87100, et seq.).

Staff is not independently aware and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision-maker conflict of interest in this matter.

CURRENT-YEAR FISCAL IMPACT

Maximum cost for the remainder of FY2022 will be \$9,000 and will be paid from available expenditure appropriations in the City's Workers' Compensation Fund.

ONGOING FISCAL IMPACT

Maximum cost for FY 2023 will be \$18,000 and will be paid from the City's Workers' Compensation Fund.

ATTACHMENTS

1. Alternative Dispute Resolution Agreement between the City of Chula Vista and the Chula Vista Police Officer's Association Dated December 7, 2020
2. First Amendment to Labor Management Workers' Compensation Alternative Dispute Resolution Agreement Between the City of Chula Vista and the Chula Vista Police Officer's Association

Staff Contact: Courtney Chase, Director of Human Resources/Risk Management