UC police officers ratify four-year contract

The University of California is pleased to announce today (Oct. 22, 2013) that its police officers have ratified a comprehensive four-year agreement that includes fair compensation and good working conditions.

The new contract with the Federated University Police Officers Association (FUPOA) fairly rewards UC’s 250 police officers for their hard work and service, and is also financially sustainable for the university. The agreement provides annual wage increases, excellent health benefits, competitive retirement benefits, and quality working conditions.

The police officers ratified the agreement during a union vote that concluded on Oct. 21, 2013.

Highlights of the agreement, which is effective through Dec. 31, 2016, include:

| Wages                          | • 3 percent wage increase as early as November 2013
|                               | • 3 percent increase each July for next three years
| Additional compensation  | $2,500 payment to each eligible officer as early as November 2013
| Health benefits               | Excellent health benefits for police officers and their families at the same rates that other UC employees pay. UC covers the majority of premiums.
| Retirement benefits           | • Key elements of the university’s post-employment benefits program such as increased pension contributions for both UC and officers. Officers will contribute 9 percent of pay in July 2014 and UC will contribute 12 percent.
|                               | • Officers will receive high quality pension benefits that are virtually unmatched by other employers: 3 percent at age 50, a formula that allows an officer to retire as early as 50 and receive retirement benefits equal to 3 percent of pay for each year of service. By comparison, California State University and other state agencies are moving to less generous pension benefits (2-2.5 percent at age 57).
| Training                      | Reimbursement of training costs for new hires who voluntarily leave UC within four years of employment at the university.

UC and FUPOA began good faith negotiations in summer 2012 and worked collaboratively to resolve differences and reach a fair contract. The two sides met once with a state mediator before reaching a tentative agreement.

The university values the service its police officers provide every day to keep campuses and medical centers safe for students, faculty, staff and visitors.