



Introduction of Proposed Memorandum of Understanding with the Police Management Association (PMA)

**CITY OF HUNTINGTON BEACH
CITY COUNCIL MEETING**

June 20, 2023

Overview

- Pursuant to the Meyers-Millias Brown Act (MMBA) the City has been meeting and conferring in good faith during June of 2023 with the PMA.
- We reached tentative agreement with the PMA in June 13, 2023.
- While the City has no obligation to accept the proposed labor agreements, the City does need to formally consider the negotiated labor pact.



Proposed Memorandum of Understanding

- 3-year agreement (June 24, 2023 through last pay period of FY 25/26)
- 5% wage increase for each FY of the contract
- Increases and adjustments to various pay programs such as Advance POST Certificate Pay, Executive Development, Longevity Pay, Acting Assignments, as well as other types of special pay.
- Clarification for Compensatory Time Off Cash Out
- Increases in City Contribution for Health Benefits



Fiscal Impact

| Fiscal Year | Project |
|--------------|----------------------|
| FY 2023/24 | \$469,000 |
| FY 2024/25 | \$291,000 |
| FY 2025/26 | \$298,000 |
| FY 2026/27 | \$142,000 |
| Total | \$1.2 million |



City Council Options

- Approve the Introduction of the Proposed Successor Memorandum of Understanding with PMA
- Do not approve introduction of the Agreement, and direct staff to:
 - 1) Continue to meet and confer with the PMA
 - 2) Utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution



Questions?

