



Introduction of Proposed Memoranda of Understanding with Police Officers' Association, HB Municipal Teamsters, and Management Employees' Association

CITY OF HUNTINGTON BEACH
CITY COUNCIL MEETING
APRIL 6, 2020



Obligations Under Myers-Milias-Brown Act (MMBA)



- ▶ Pursuant to the MMBA, the City had been meeting / conferring in good faith since mid-2019 with the POA, HBMT, and MEO
 - ▶ We reached tentative-agreement with all three groups in late-January / early-February
- ▶ While the City has no obligation to accept the proposed labor agreements, the City does need to formally consider the negotiated labor pacts

Proposed Memoranda of Understanding



Huntington Beach Municipal Teamsters (HBMT)

- 1-year agreement (Oct. 1, 2019 – Sept. 30, 2020)
- 3.5% wage increase, less 1% increased CalPERS cost sharing (2.5% net increase)
- City's medical plan contribution to increase by \$50 / month

Management Employees' Organization (MEO)

- 1-year agreement (Nov. 1, 2019 – Oct. 31, 2020)
- 3.5% wage increase less, 1% increased CalPERS cost sharing (2.5% net increase)
- City's medical plan contribution to increase by \$50 / month

Police Officers' Association (POA)

- 3-year agreement (Jan. 1, 2020 – June 30, 2023)
 - 4% wage increase less, 2% increased CalPERS cost sharing in Year 1 (2% net increase)
 - 3.5% wage increase, less 1% increased CalPERS cost sharing in Year 2 (2.5% net increase)
 - 3.5% wage increase, less 1% increased CalPERS cost sharing in Year 3 (2.5% net increase)
- Elimination of vestige sick leave program in favor of standard City General Leave program

FY 2019/20 Fiscal Impact



Employee Association	Amount	FY 19/20 Personnel Budget
Huntington Beach Municipal Teamsters	\$708,384	+0.6%
Management Employees' Organization	\$286,959	+0.3%
Police Officers' Association	\$605,111	+0.8%
Total	\$1.60 million	+1.7%



FY 2020/21 Fiscal Impact



Employee Association	Amount	FY 20/21 Personnel Budget
Huntington Beach Municipal Teamsters	\$944,512	+0.6%
Management Employees' Organization	\$430,439	+0.3%
Police Officers' Association	\$1.21 million	+0.8%
Total	\$2.58 million	+1.7%



City Council Options



- ▶ Approve the Introduction of the Proposed Successor Memoranda of Understanding with POA, HBMT, and MEO

- ▶ Do not approve introduction of the agreements, and direct staff to:
 - 1) Continue to meet and confer with the Association, or
 - 2) Utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution