



Consideration of the Proposed Memorandum of Understanding with Police Officers' Association

CITY OF HUNTINGTON BEACH
CITY COUNCIL MEETING
June 20, 2023

Overview

- Pursuant to the MMBA, the City has been meeting and conferring in good faith since November, 2022 with the POA.
- We reached tentative agreement with the POA in May 8, 2023.
- On June 6, 2023 The City Council voted affirmatively to Introduce the POA labor agreement for formal consideration.



Proposed Memoranda 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 to various pay programs such as POST Certificate Pay, Special Assignment Pay, Flight Pay, Longevity Pay as well as other types of special pay
- Increases to Health and LTD related pay
- Clarifying language related to work schedules



Proposed Memoranda of Understanding (continued)

- Language changes related to Uniforms, Assignments, Job Sharing, Alternative Dispute Resolution, and updates to the Salary Schedule
- Language modification related to General Leave, FMLA, Association Business/Bank Time, and Voluntary Catastrophic Leave



Fiscal Impact

Fiscal Year	Project
FY 2023/24	\$4.6 million
FY 2024/25	\$2.9 million
FY 2025/26	\$3.0 million
FY 2026/27	\$1.5 million
Total	\$12.0 million



City Council Options

Recommended Action

- Adopt Resolution No. 2023-31, Approving the Proposed Successor Memorandum of Understanding with POA, and,
- Authorize the City Manager or designee to take all administrative and budgetary actions necessary for implementation of Resolution No. 2023-31

Alternative Action

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



Questions?

