



# **Introduction of Proposed Memoranda of Understanding with Police Officers' Association**

CITY OF HUNTINGTON BEACH  
CITY COUNCIL MEETING  
June 6, 2023

# Meyers-Milias Brown Act

- 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.
- While the City has no obligation to accept the proposed labor agreements, the City does need to formally consider the negotiated labor pact.



# 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
<b>Total</b>	<b>\$12.5 million</b>



# City Council Options

- Approve the Introduction of the Proposed Successor Memoranda of Understanding with POA
- 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?

