



Legislation Details (With Text)

**File #:** 19-928  
**Type:** Administrative Items      **Status:** Passed  
**File created:** 8/27/2019      **In control:** City Council/Public Financing Authority  
**On agenda:** 9/3/2019      **Final action:** 9/3/2019  
**Title:** Adopt Resolution No. 2019-62 approving and implementing the Memorandum of Understanding between the Huntington Beach Police Management Association (HBPMA) and the City for January 1, 2018, through June 30, 2020  
**Attachments:** 1. Att#1 PMA Tentative Agreement, 2. Att#2 Fiscal Impact Report, 3. Att#3 Reso 2019-62, 4. Att#4 Exhibit A - Memorandum of Understanding, 5. Att#5 PowerPoint Presentation - PMA

Date	Ver.	Action By	Action	Result
9/3/2019	1	City Council/Public Financing Authority	approved	Pass

**REQUEST FOR CITY COUNCIL ACTION**

**SUBMITTED TO:** Honorable Mayor and City Council Members

**SUBMITTED BY:** Dave Kiff, Interim City Manager

**PREPARED BY:** Michele Warren, Director of Human Resources

**Subject:**

**Adopt Resolution No. 2019-62 approving and implementing the Memorandum of Understanding between the Huntington Beach Police Management Association (HBPMA) and the City for January 1, 2018, through June 30, 2020**

**Statement of Issue:**

The City and the Huntington Beach Police Management Association (HBPMA) have tentatively agreed to enter into a new Memorandum of Understanding (MOU) for the period January 1, 2018, through June 30, 2020.

**Financial Impact:**

Funding for the implementation of the fiscal items contained in the proposed Memorandum of Understanding will come from the General Fund. The additional fiscal impact over the term of the agreement for recurring items is estimated at \$26,054. The fiscal impact for one-time costs is estimated at \$15,600.

**Recommended Action:**

Adopt Resolution No. 2019-62, "A Resolution of the City Council of the City of Huntington Beach Approving and Implementing the Memorandum of Understanding Between the Huntington Beach Police Management Association (HBPMA) and the City for January 1, 2018, through June 30, 2020."

**Alternative Action(s):**

Do not adopt Resolution No. 2019-62 approving the successor MOU for HBPMA employees and direct staff to continue to meet and confer with the Association or utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution.

**Analysis:**

Representatives for the City and HBPMA have been involved in active negotiations over an extended period and have successfully completed the meet and confer process with a tentative agreement on a proposed Memorandum of Understanding (MOU) for the period of January 1, 2018, through June 30, 2020.

Highlights from the listing of tentatively agreed upon contract changes include the following:

**Term of Agreement**

January 1, 2018 through June 30, 2020

**Medical Benefits**

Effective the beginning of the pay period of September 7, 2019, the City's monthly contribution towards PMA medical plan premiums will increase as follows upon City Council final approval:

- Single           \$75   (City pays \$774 per month to PORAC Plans)
- Two Party      \$224 (City pays \$1623 per month to PORAC Plans)
- Family         \$287 (City pays \$2076 per month to PORAC Plans)
- Opt-Out        \$75   (City pays \$774 per month for OPT-OUT)

City contributions to dental and vision benefits will not increase during the term of the agreement.

**One Time Reimbursement for the Purchase of Law Enforcement Related Equipment**

Effective the beginning of the pay period following City Council final approval of this 2018-2020 MOU, the City and Association agree to a one-time lump sum reimbursement payment of one thousand two hundred dollars (\$1,200.00) for each employee covered by this agreement on the effective date of the provision, regarding the purchase of law enforcement related equipment.

A summary of these and all other negotiated provisions are included in the Proposed Memorandum of Understanding.

**Environmental Status:**

N/A

**Strategic Plan Goal:**

Enhance and modernize public safety service delivery

**Attachment(s):**

1. Tentative Agreement
2. Fiscal Impact Report
3. Resolution No. 2019-62
4. Memorandum of Understanding - Exhibit A
5. PowerPoint Presentation - PMA