



City of Huntington Beach

File #: 19-208

MEETING DATE: 2/19/2019

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Fred A. Wilson, City Manager

PREPARED BY: Michele Warren, Director of Human Resources

Subject:

Approval of Tentative Agreement and Introduction of Proposed Memorandum of Understanding Between the Huntington Beach Police Officers' Association (HBPOA) and the City of Huntington Beach for October 1, 2017, through December 31, 2019

Statement of Issue:

The City and the Huntington Beach Police Officers' Association (HBPOA) have tentatively agreed to enter into a new Memorandum of Understanding (MOU) for the period October 1, 2017, through December 31, 2019.

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 \$460,493. The fiscal impact for one-time costs including the purchase of law enforcement related equipment is estimated at \$361,520. No additional appropriations are requested. These costs will be absorbed within the FY 2018/19 Adopted General Fund Budget for the Police Department.

Recommended Action:

Approve the "Tentative Agreement Between The City of Huntington Beach and The Huntington Beach Police Officers' Association January 24, 2019" and the introduction of the proposed "Memorandum of Understanding between the Huntington Beach Police Officers' Association and the City of Huntington Beach" for the period October 1, 2017, through December 31, 2019.

Alternative Action(s):

Do not approve the Tentative Agreement and the introduction of the proposed successor MOU for POA 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 POA 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 October 1, 2017, through December 31, 2019.

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

Term of Agreement

October 1, 2017, through December 31, 2019

Retiree Medical Benefits

The City currently contributes \$100 per month for each represented employee toward the employee welfare medical benefit trust fund program, which will continue until December 31, 2019, on which day it will sunset, unless a successor MOU is adopted and the parties affirmatively negotiate to maintain or modify it.

Medical Benefits

Effective the beginning of the pay period that includes February 1, 2019, the City's monthly contribution towards POA medical plan premiums will increase as follows upon City Council final approval:

- Single \$75
- Two Party \$224
- Family \$287
- Opt-Out \$75

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

Medical/Vision Opt-Out

The City and Association agree to calculate overtime in accordance with the 7(k) FLSA rule for the Medical/Vision Opt-Out.

Vacation Conversion to Cash

The City and Association agree to the conditions under which an employee may cash out up to 80 hours of accrued vacation.

Cash Out of Compensatory Time

The City and Association agree to the terms for an employee election to cash out their compensatory time off earned.

One Time Reimbursement for the Purchase of Law Enforcement Related Equipment

Effective at the beginning of the pay period following City Council final approval of this 2017-2019 MOU, the City and Association agree on a one-time lump sum reimbursement payment of one thousand two hundred dollars (\$1,200.00) to each employee for the purchase of law enforcement related equipment.

Work Schedules

Upon adoption of the successor MOU, and effective the beginning of the next shift change, the City and Association have agreed to a work schedule for Dispatch employees in the classifications of Communications Operator and Communications Supervisor. At the discretion of the Police Chief, the 3/12.5+5 work schedule may be discontinued.

There were other appropriate modifications to a variety of other provisions including, but not limited to, the deletion of the obsolete salary schedule and vague or outdated MOU terms, the inclusion of regulatory (IRS and FLSA) compliance language regarding constructive receipt of leave time, and other general clean-up language.

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 Maintain City Service Delivery

Attachment(s):

1. Tentative Agreement
2. Proposed Memorandum Of Understanding

3. Fiscal Impact Report