



City of Huntington Beach

File #: 19-880

MEETING DATE: 8/19/2019

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:

Approval of Tentative Agreement and introduction of proposed Memorandum of Understanding between the Huntington Beach Police Management Association (HBPMA) and the City of Huntington Beach for the period of 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 \$14,400.

Recommended Action:

Approve the "Tentative Agreement" and the introduction of the proposed Memorandum of Understanding between the Huntington Beach Police Management Association and the City of Huntington Beach for the period January 1, 2018, through June 30, 2020.

Alternative Action(s):

Do not approve the tentative agreement and the introduction of the proposed successor MOU for PMA 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 legislative draft of the successor 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. Legislative Draft - PMA Memorandum of Understanding - Exhibit A
4. PowerPoint Presentation - PMA