



City of Huntington Beach

File #: 21-941

MEETING DATE: 12/1/2021

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Oliver Chi, City Manager

PREPARED BY: Brittany Mello, Interim Administrative Services Director

Subject:

Introduction of the Proposed Memorandum of Understanding (MOU) Between the Huntington Beach Police Management Association (PMA) and the City of Huntington Beach for July 1, 2021, through December 31, 2023

Statement of Issue:

The Memorandum of Understanding (MOU) between the City of Huntington Beach and the Police Management Association (PMA) expired on June 30, 2020. The City and PMA have engaged in good-faith negotiations, ultimately reaching tentative agreement November 2021 on terms related to a 2.5 year contract covering the period of July 1, 2021, through December 31, 2023.

Financial Impact:

Pursuant to the terms agreed upon with PMA, the Finance Department estimates the total projected average annual cost increase of the MOU to be \$190,474 per year during the life of the agreement.

Recommended Action:

Approve the introduction of the proposed Memorandum of Understanding between the Police Management Association and the City of Huntington Beach for the period of July 1, 2021, through December 31, 2023.

Alternative Action(s):

Do not approve the introduction of the proposed successor MOU for PMA employees, and direct staff to: (1) continue to meet and confer with the Association, or (2) utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution.

Analysis:

The Police Management Association (PMA) represents approximately 13 employees in the City.

Representatives for the City and PMA engaged in active discussions over an extended period, ultimately reaching tentative agreement on contract terms for a 2.5 year period. Key changes in the proposed MOU include the following:

Term of Agreement

July 1, 2021, through December 31, 2023

Salary Range Adjustment

- Effective July 1, 2021, employees will shift to a new, seven-step salary range (A - G). All employees will be placed on the step in the new salary range that is closest to their current base salary step without being less.
- Employees who have reached top step (Step G) will be eligible to earn an annual merit-based bonus of up to three percent (3%) of their base rate of pay at their regularly-scheduled performance evaluations.

CalPERS Cost Sharing

- Beginning January 1, 2022, Classic member safety employees shall contribute an additional 1% towards CalPERS costs, for a total 12% contribution, and New member safety employees shall contribute a minimum of 13%.
- Beginning January 1, 2023, Classic member safety employees shall contribute an additional 1% towards CalPERS costs, for a total 13% contribution.

Medical Benefits

- Beginning January 1, 2022, the City's maximum monthly contribution to medical plan rates will increase to \$825.86 for employee only; \$1,704.15 for two party; and \$2,179.80 for family coverage. Effective January 1, 2022, employees who opt out of vision coverage will no longer have the employee premium applied toward their medical premium.
- Beginning January 1, 2023, the City's maximum monthly contribution will increase by \$23.33 per month, not to exceed the monthly plan premium cost, as follows: \$849.19 for employee only; \$1,727.48 for two party; and \$2,203.13 for family coverage.

Holiday Compensation

- Elimination of current Holiday language effective December 31, 2021.
- Addition of Holiday-in-Lieu Pay effective January 1, 2022.

Special Pays

- Additional contract adjustments with regard to specialty pay types were made for educational incentive pay related to earning an Advanced POST Certificate or Bachelor's degree to align with standard benefits provided to the Huntington Beach Police Officer's Association.

These key changes and all other negotiated provisions are included in the proposed Memorandum of Understanding.

Environmental Status:

Not applicable.

Strategic Plan Goal:

Non Applicable - Administrative Item

Attachment(s):

1. Summary of Memorandum of Understanding Modifications
2. Fiscal Impact Report
3. Proposed Memorandum of Understanding